

The Gazette



of India

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as a separate compilation

NOTICE

The undermentioned Gazettes of India Extraordinary was/were published upto the 22nd December, 1964:—

Issue No.	No. and date	Issued by	Subject
313	S.O. 4298, dated 17th December, 1964. 4	Ministry of Information and Broadcasting.	Approval of films specific ^d therein. E
314	S.O. 4299, dated 17th December, 1964. 3	Ministry of Commerce.	Appointing a body of persons for making a complete investigation into the fall in production of the Katihar Jute Mills, Katihar.
315	S.O. 4300, dated 17th December, 1964. 1	Election Commission, India. 4	Amendments to S.O. 2939, dated 22nd September, 1962. E
316	S.O. 4301, dated 19th December, 1964. 1	Ministry of Labour and Employment.	Appointing 19th December, 1964, on which the Industrial Disputes (Amendment) Act, 1964, shall come into force.
317	S.O. 4302, dated 19th December, 1964.	Do. 4	Direction that certain powers under the Defence of India Rules, 1963, shall also be exercisable by certain States referred therein.
318	S.O. 4303, dated 19th December, 1964. 1	Ministry of Petroleum and Chemicals.	Appointing Shri Raza Ali Khan, Wakf Commissioner, Rajasthan, as Nizam of Durgah Committee, Aimer.
319	S.O. 4304, dated 19th December, 1964. 1	Ministry of Commerce.	Further amendments to the Exports (Control) Order, 1962.
320	S.O. 4371, dated 21st December, 1964.	Ministry of Law	The Registration of Electors (Second Amendment) Rules, 1964.

Issue No.	No. and Date	Issued by	Subject
321	S.O. 4372, dated 22nd December, 1964.	Ministry of Commerce.	Appointing Shri C.N. Modawal, Director of Quality Control, as to Director of Inspection and Quality Control.

Copies of the Gazettes Extraordinary mentioned above will be supplied on indent to the Manager of Publications, Civil Lines, Delhi. Indents should be submitted so as to reach the Manager within ten days of the date of issue of these Gazettes.

PART II—Section 3—Sub-section (ii)

Statutory orders and notifications issued by the Ministries of the Government of India (other than the Ministry of Defence) and by Central Authorities (other than the Administration of Union Territories).

ELECTION COMMISSION, INDIA

New Delhi, the 21st December, 1964.

S.O. 1.—Whereas the election of Shri Bal Krishna Singh as a member of the House of the People from the Chandauli constituency of that House has been called in question by an election petition by Shri Prabhu Narain Singh;

And whereas by its notification No. 82/221/62 dated the 7th December, 1963, the Election Commission appointed Shri M. H. Abidi, Additional District Judge, Varanasi to be the Member of the Election Tribunal constituted for the trial of the said petition;

And whereas the said Shri M. H. Abidi, consequent on his transfer from Varanasi to Allgarh, has resigned the membership of the said Tribunal and a vacancy has accordingly occurred in the office of the Member of the Tribunal;

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 86 and section 88 of the Representation of the People Act, 1951, the Election Commission hereby appoints Shri R. N. Misra, District Judge, Varanasi to fill the said vacancy and Varanasi as the place where the trial of the said petition shall be held.

[No. 82/221/62.]

By order,

PRAKASH NARAIN, Secy.

ERRATA

In Election Commission, India's notification No. 82/314/62, dated 25th November, 1964, Published in the Gazette of India, Part-II-Section 3(ii), dated 5th December, 1964, as S.O. 4105, the following corrections are to be made:—

Page of gazette	Line on the page	As printed	As corrected
1	2	3	4
4558	30	Sri Har Dev and others	Sri Nar Dev and others.
4559	54	to acquired a well	to acquire a well
4561	43	sub-section 3(i)	sub-section 3(A)
4561	62	circular Ex. 32	circular Ex. 22

1	2	3	4
4562	5	to have the list given	to have been used as given in the petition does not tally with the list given.
4564	64	Narain Niwas hit	Narain Niwas was hit
4566	35	distributed for meetings	distributed nor meetings
4569	11	Pass	press
4570	19	Ghavar Ali Khan	Ghayar Ali Khan
4571	2	Paragraph 26	Paragraph 25
4571	4	28	25
4571	20	rule 2, or	rule 2 of
4576	14	Car No. 886 who which	car No. 886 which
4577	59	(4) Chendhari Rai and others	(4) Shendhari Rai and others.
4578	1-2	Moran Mar Bassalicas v. Thukalan Paulo Avira	Moran Mar Basselios Catholicos v. Thukalan Paulo Ayir
4578	7	equally make general	equally general
4578	15	B. Pathu Reddiar	N. Pathu Raddiar
4578	22	proof	of proof

DEPARTMENT OF SOCIAL SECURITY

New Delhi, the 22nd December 1964

S.O. 2.—In exercise of the powers conferred by sub-section (2) of section 5D of the Employees' Provident Funds Act, 1952 (19 of 1952), and in supersession of the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 292 dated the 23rd January, 1963, the Central Government hereby appoints Shri R. R. Sahae, as Regional Provident Fund Commissioner, for the whole of the State of Rajasthan, with effect from the 9th November, 1964 to assist the Central Provident Fund Commissioner in the discharge of his duties.

[No. 17(63)/64-PF-I(1).]

S.O. 3.—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952) and in supersession of the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 291 dated the 23rd January, 1963, the Central Government hereby appoints Shri R. R. Sahae to be an Inspector for the whole of the State of Rajasthan for the purposes of the said Act, or of any Scheme framed thereunder, in relation to any establishment belonging to, or under the control of, the Central Government or in relation to any establishment connected with a railway company, a major port, a mine or an oilfield or a controlled industry.

[No. 17(63)/64-PF-I(II).]

S.O. 4.—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Shri C. H. Narayana to be an Inspector for the whole of the State of Mysore for the purposes of the said Act or of any Scheme framed thereunder, in relation to any establishment belonging to, or under the control of, the Central Government or in relation to any establishment connected with a railway company, a mine or an oil-field, or a controlled industry.

[No. 20(66)/64-PF-I.Pt.]

S.O. 5.—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Shri A. T. Poullose to be an Inspector for the whole of the State of Kerala for the purposes of the said Act or of any Scheme framed thereunder, in relation to any establishment belonging to, or under the control of, the Central Government or in relation to any establishment connected with a railway company, a mine or an oilfield, or a controlled industry.

[No. 20(76)/64-PF-I.]

New Delhi, the 26th December 1964

S.O. 6.—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Shri B. C. Goyal to be an Inspector for the whole of the State of Madhya Pradesh for the purposes of the said Act or of any Scheme framed thereunder, in relation to any establishment belonging to, or under the control of the Central Government or in relation to any establishment connected with a railway company, a mine or an oil-field, or a controlled industry.

[No. 20(70)/64-PF-I.]

SHAH AZIZ AHMAD, Dy. Secy.

MINISTRY OF HEALTH

New Delhi, the 22nd December 1964

S.O. 7.—In pursuance of clause (d) of rule 2 of the Indian Medical Council Rules, 1957, published with the notification of the Government of India in the Ministry of Health No. S.R.O. 1319, dated the 16th April, 1957, the Central Government hereby appoints Dr. S. C. P. Sinha, Assistant Director of Health Services (Planning), Government of Bihar, Patna, as 'Returning Officer' for the conduct of election of a member to the Medical Council of India under clause (c) of sub-section (1) of section 3 of the Indian Medical Council Act, 1956 (102 of 1956) in the State of Bihar.

[No. F.4-28/64-MPT.]

B. B. L. BHARADWAJ, Under Secy.

DEPARTMENT OF COMMUNICATIONS

(P. & T. Board)

New Delhi, the 17th December 1964

S.O. 8.—In pursuance of para (a) of Section III of Rule 434 of Indian Telegraph Rules, 1951, as introduced by S.O. No. 627 dated 8th March, 1960, the Director General Posts and Telegraphs, hereby specifies the 1st January 1965 as the date on which the Measured Rate System will be introduced in MARGAO Telephone Exchange.

[No. 31-29/64-PHB.]

M. P. SHUKLA,

Asstt. Director Genl. (PHA).

MINISTRY OF FOOD & AGRICULTURE

(Department of Agriculture)

(I.C.A.R.)

New Delhi, the 21st December 1964

S.O. 9.—In pursuance of the provision of Sub-Section (d) of Section 4 of the Indian Oilseeds Committee Act, 1946 (9 of 1946), the Central Government hereby appoint Shri G. R. Kadapa, Deputy Secretary in the Ministry of Commerce, Government of India, as a member of the Indian Central Oilseeds Committee for the period ending 31st March, 1965, in the casual vacancy caused by the resignation of Shri H. K. Singh.

[No. 8(34)/62-Com.II/III.]

N. K. DUTTA, Under Secy.

MINISTRY OF EDUCATION

New Delhi, the 23rd December 1964

S.O. 10.—In exercise of the powers conferred by sub-section (1), read with clause (iii) of sub-section (2), of section 8 of the Hindi Sahitya Sammelan Act, 1962 (13 of 1962) and consequent upon the appointment of Seth Govind Das, M.P. as the Chairman of the first Governing Body, Hindi Sahitya Sammelan, the Central Government hereby appoints Shri K. M. Munshi, President, Vidya Bhawan, Bombay as a member of that body in place of Seth Govind Das, M.P. and makes the following further amendment in the notification of the Government of India in the Ministry of Education No. SRO 1758 dated the 2nd June, 1962 namely:—

In the said notification, under the heading 'Members' under the sub-heading '(c) Former Presidents of the Society', against entry (iii), the following entry shall be substituted, namely:—

"Shri K. M. Munshi, President, Vidya Bhawan,
Chowpatty Road, Bombay-7."

[No. F.30-2/64-H.1.]

N. S. BHATNAGAR, Under Secy.

शिक्षा मंत्रालय

(एच० 1 अनुभाग)

नई दिल्ली, 23 दिसम्बर 1964

एस० आ० 11.—हिन्दी साहित्य सम्मेलन अधिनियम, 1962 (1962 का 13वां) के परिच्छेद 8 की धारा (iii) के उप-परिच्छेद (2) के साथ पढ़े जाने वाले उप-परिच्छेद (1) द्वारा प्रदान किए गए अधिकारों का प्रयोग करते हुए श्री सेठ गोविन्द दास, संसद सदस्य के हिन्दी साहित्य सम्मेलन की प्रथम शासी निकाय के अध्यक्ष नियुक्त हो जाने के फलस्वरूप केन्द्रीय सरकार सेठ गोविन्द दाम, संसद सदस्य, के स्थान पर, श्री के० एम० मुन्शी, प्रधान, विद्या भवन, बम्बई को प्रथम शासी निकाय का सदस्य नियुक्त करती है और शिक्षा मंत्रालय, भारत सरकार की 2 जून, 1962 की अधिमूचना संख्या एस० आर० आ० 1758 में निम्नलिखित और संशोधन करती है, अर्थात:—

उपर्युक्त अधिमूचना में ; शीर्षक 'सदस्य', उप-शीर्षक '(ग) सोसायटी के भूतपूर्व प्रधान' के अन्तर्गत, वर्तमान प्रविष्टि (iii) को निम्न प्रकार बदल दिया जाए :—

"श्री के० एम० मुन्शी, प्रधान, विद्या भवन, चौपाटी रोड, बम्बई 7"

(संख्या एफ० 30-2/64-एच० 1)

निरंकार स्वरूप भटनागर, अवसर सचिव (भाषा) ।

MINISTRY OF RAILWAYS

(Railway Board)

New Delhi, the 23rd December 1964

S.O. 12.—In exercise of the powers conferred by section 3 of the Terminal Tax on Railway Passengers Act, 1956 (69 of 1956), the Central Government hereby makes the following amendment to the notification of the Government of India in the Ministry of Railways (Railway Board) No. F(X)I-64/TX-19/14 dated the 30th November, 1964, namely:—

In the Schedule to said notification, in column (1), after item 9 and the entry relating thereto the following item and entry shall be added, namely:—

"10. Jhusi"

2. This notification shall come into force on the 1st January, 1965.

[No. F(X)I-64/TX-19/14.]

S.O. 13.—In pursuance of clause (c) of section 2 of the Terminal Tax on Railway Passengers Act, 1956 (69 of 1956), the Central Government hereby declares 'Jhusi' to be a notified place for the purposes of the said Act and directs that the following amendment shall be made in the notification of the Government of India in the Ministry of Railways (Railway Board) No. F(X)II-57/TX-19/12-1 dated the 18th July, 1961 namely:—

In the Schedule to said notification after item 9 and the entry relating thereto the following item and entry shall be added, namely:—

"10. Jhusi".

2. This notification shall come into force on the 1st January, 1965.

[No. F(X)II-57/TX-19/12-1.]

P. C. MATHEW, Secy.

रेल मंत्रालय (रेलवे बोर्ड)

अधि-सूचना

नई दिल्ली, ता० 23 दिसम्बर 1964

एस० ओ० 14.—रेल यात्री सीमा कर अधिनियम 1956 (1956 का 69) के खंड 3 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार एतद् द्वारा भारत सरकार, रेल मंत्रालय (रेलवे बोर्ड) की 30 नवम्बर, 1964 की अधिसूचना संख्या एफ (एक्स) 1-64/टी एक्स-19/14 में निम्न संशोधन करती है, अर्थात्:—

उक्त अधिसूचना की अनुसूची के कालम (1) मद 9 और उससे संबंधित इंदराज के बाद निम्नलिखित मद तथा इंदराज जोड़ दिया जायेगा, अर्थात्:—

"10 झूसी"।

2. यह अधिसूचना 1 जनवरी, 1965 से प्रवृत्त होगी।

[सं० एफ (एक्स) 1-64/टी एक्स-19/14]

एस० ओ० 15.—रेल यात्री सीमा कर अधिनियम, 1956 (1956 के 69) के खंड 2 की धारा (ग) का अनुसरण करते हुए केन्द्रीय सरकार एतद् द्वारा उक्त अधिनियम के प्रयोजन के लिये 'झूसी' को अधिसूचित स्थान घोषित करती है और निदेश देती है कि भारत सरकार, रेल मंत्रालय (रेलवे बोर्ड) की 18 जुलाई, 1961 की अधिसूचना संख्या एफ (एक्स) 11-57/टी एक्स-19/12-1 में निम्न संशोधन किया जायेगा, अर्थात्:—

उक्त अधिसूचना की अनुसूची के मद 9 और उससे संबंधित इन्दराज के बाद निम्नलिखित मद तथा इन्दराज जोड़ दिया जायेगा, अर्थात्:—

"10 झूसी"

2. यह अधिसूचना 1 जनवरी, 1965 से प्रवृत्त होगी।

[सं० एफ (एक्स) 11-57/टी एक्स-19/12-1]

पी० सी० मथ्यू,

सचिव, रेलवे बोर्ड।

MINISTRY OF FINANCE**(Department of Expenditure)***New Delhi, the 18th December 1964*

S.O. 16.—In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution, the President, after consultation with the Comptroller and Auditor General in respect of persons serving in the Indian Audit and Accounts Department, hereby makes the following further amendments to the Contributory Provident Fund Rules (India), 1962, namely:—

1. These Rules may be called the Contributory Provident Fund (India) Ninth Amendment Rules, 1964.

2. In sub-rule (2) of rule 38 of the Contributory Provident Fund Rules (India), 1962,

for the word, brackets and letter, "clause (a)", the word, brackets and letter "clause (b)" shall be substituted.

[No. F30(6)EV(B)/64-CPF.]

C. K. SUBRAMANIAN, Under Secy.

(Department of Company Affairs and Insurance)*New Delhi, the 21st December 1964*

S.O. 17.—In exercise of the powers conferred by sub-sections (1) and (2) of section 609 of the Companies Act, 1956 (1 of 1956), the Central Government hereby directs that there shall be an office at Shillong for the registration of companies under the said Act in the Tuensang district of the State of Nagaland and hereby appoints the Registrar of Companies, Assam as *ex-officio* Registrar of Companies for registration of companies in the said district.

[No. 2/35/63-Admn.II.]

K. C. CHAND, Under Secy.

वित्त मंत्रालय**(समवाय-कार्य तथा बीमा विभाग)**

नई दिल्ली, २१ दिसम्बर, १९६४

एस० ओ० १८ .—समवाय अधिनियम १९५६ (१९५६ का १) की धारा ६०९ की उपधाराओं (१) तथा (२) द्वारा प्रदान किए गए अधिकारों का प्रयोग करते हुए केन्द्रीय सरकार निदेश करती है कि कथित अधिनियम के अधीन नागालैंड राज्य के जिला ट्युनसंग की कम्पनियों का पंजीकरण करने के लिए शीलांग में एक कार्यालय होगा; और एतद् द्वारा कथित जिला की कम्पनियों के पंजीकरण के लिए समवाय पंजीयक, असम को उसके पद के नाते नियुक्त किया जाता है।

[2/35/63-प्रश्न : II]

के० सी० चान्द, अव्वर सचिव ।

(Department of Revenue)**STAMPS****ORDER***New Delhi, the 26th December 1964*

S.O. 19.—In exercise of the powers conferred by clause (a) of sub-section (1) of section 9 of the Indian Stamp Act, 1899 (2 of 1899), the Central Government hereby remits the duty with which loan bonds of the value of fifty-five lakhs rupees to be issued by the Mysore State Financial Corporation are chargeable under the said Act.

[No. 12/F. No. 1/73/64-Cus.VII.]

M. G. VAIDYA, Under Secy.

(Department of Revenue)**ESTATE DUTY.***New Delhi, the 26th December 1964*

S.O. 20.—In exercise of the powers conferred by sub-section (2A) of section 4 of the Estate Duty Act, 1953 (34 of 1953), the Central Government hereby appoints Shri G. S. Srivastava, Director of Inspection (Investigation) as an Appellate Controller of Estate Duty with headquarters at Delhi and makes the following amendment in the Schedule to the notification of the Government of India in the Ministry of Finance (Department of Revenue and Company Law) No. 35/F. No. 1/20/64-E.D., dated the 22nd May, 1964, namely:—

In the Schedule to the said notification, for the entry
"1. Shri P. K. Sinha, Commissioner of Income-tax

Delhi"

the following entry shall be substituted, namely:—

"1. Shri G. S. Srivastava, Director of Inspection (Investigation) Delhi"

2. This notification shall come into force on the 1st January, 1965 (A.N.).

[No. 56/F. No. 1/20/64-E.D.]

G. R. HEGDE, Dy. Secy.

(Department of Economic Affairs)*New Delhi, the 24th December 1964*

S.O. 21.—In exercise of the powers conferred upon it by clause (c) of section 10 of the Agricultural Refinance Corporation Act, 1963 (10 of 1963), the Central Government hereby appoints Shri R. K. Seshadri, Director, Ministry of Finance (Department of Economic Affairs) as a director of the Agricultural Refinance Corporation *vice* Shri A. Baksi.

[No. F.14/33/64-SB.]

N. PARASURAMAN, Under Secy.

New Delhi, the 22nd December 1964

S.O. 22.—In pursuance of clauses (a) and (aa) of sub-section (2) of section 42 of the Reserve Bank of India Act, 1934 (2 of 1934), the Central Government hereby notifies the Industrial Development Bank of India for the purposes of the said clauses.

[No. F.3(60)-BC/64.]

New Delhi, the 24th December 1964

S.O. 23.—Statement of the Affairs of the Reserve Bank of India, as on the 18th December, 1964.

BANKING DEPARTMENT

LIABILITIES	Rs.	ASSETS	Rs.
Capital paid up	5,00,00,000	Notes	13,63,58,000
		Rupee Coin	5,84,000
Reserve Fund	80,00,00,000	Small Coin	9,71,000
National Agricultural Credit (Long Term Operations) Fund	86,00,00,000	Bills purchased and discounted:—	
		(a) Internal
		(b) External
		(c) Government Treasury Bills	125,27,28,000
National Agricultural Credit (Stabilisation) Fund	9,00,00,000	Balances held Abroad*	9,85,68,000
National Industrial Credit (Long Term Operations) Fund	10,00,00,000	Investments**	142,73,66,000
		Loans and Advances to:—	
		(i) Central Government
		(ii) State Governments@	39,03,96,000

*Includes Cash and Short-term Securities.

**Excluding investments from the National Agricultural Credit (Long Term Operations) Fund, and the National Industrial Credit (Long Term Operations) Fund.

@ Excluding Loans and Advances from the National Agricultural Credit (Long Term Operations) Fund, but including temporary overdrafts to State Governments.

LIABILITIES	Rs.	ASSETS	Rs.
Deposits :—		Loans and Advances to :—	
(a) Government:		(i) Scheduled Banks†	22,81,05,000
(i) Central Government	54,30,96,000	(ii) State Co-operative Banks††	157,97,55,000
(ii) State Governments	10,78,66,000	(iii) Others	3,62,79,000
(b) Banks:		Loans, advances and Investments from National Agricultural Credit (Long Term Operations) Fund—	
(i) Scheduled Banks	90,08,70,000	(a) Loans and Advances to—	
(ii) State Co-operative Banks	2,68,40,000	(i) State Governments	28,05,19,000
(iii) Other Banks	3,17,000	(ii) State Co-operative Banks	11,12,98,000
(c) Others	143,72,30,000	(iii) Central Land Mortgage Banks
Bills Payable	51,14,06,000	(b) Investment in Central Land Mortgage Bank Debentures Loans and Advances from National Agricultural Credit (Stabilisation) Fund	4,45,53,000
Other Liabilities	45,90,45,000	Loans and Advances to State Co-operative Banks
Rupees	588,66,70,000	Loans, Advances and Investments from National Industrial Credit (Long Term Operations) Fund—	
		(a) Loans and Advances to the Development Bank
		(b) Investment in bonds/debentures issued by the Development Bank
		Other Assets	29,91,90,000
		Rupees†	588,66,70,000

† Includes Rs. 2,28,00,000 advanced to scheduled banks against usance bills under section 17(4) (c) of the Reserve Bank of India Act.

†† Excluding Loans and Advances from the National Agricultural Credit (Long Term Operations) Fund and the National Agricultural Credit (Stabilisation) Fund.

Dated, the 23rd day of December, 1964.

An Account pursuant to the Reserve Bank of India Act, 1934, for the week ended the 18th day of December, 1964.

ISSUE DEPARTMENT

LIABILITIES	Rs.	Rs.	ASSETS	Rs.	Rs.
Notes held in the Banking Department		13,63,58,000	Gold Coin and Bullion :—		
Notes in circulation		2507,45,76,000	(a) Held in India	117,76,10,000	
Total Notes issued		2521,09,34,000	(b) Held outside India	
			Foreign Securities	85,45,69,000	
			TOTAL		203,21,79,000
			Rupee Coin		101,74,55,000
			Government of India Rupee Securities		2216,13,00,000
			Internal Bills of Exchange and other commercial paper
TOTAL LIABILITIES		2521,09,34,000	TOTAL ASSETS		2521,09,34,000

Dated the 23rd day of December, 1964.

P. C. BHATTACHARYA,
Governor.

[No. F. (3)2-BC/64.]

R. K. SESHADRI,
Director (Banking & Insurance).

(Department of Economic Affairs)

(Office of the Controller of Capital Issues)

New Delhi, the 26th December 1964

S.O. 24.—In exercise of the powers conferred by sub-section (1) of section 6 of the Capital Issues (Control) Act, 1947 (29 of 1947), the Central Government hereby exempts the Industrial Credit and Investment Corporation of India Limited, from the provisions of sections 3 and 5 of the said Act, in respect of the Promissory Notes of the value not exceeding the equivalent of DM 10,000,000 (ten million Deutsche Marks) executed and delivered by the said Corporation to Kreditanstalt für Wiederaufbau in terms of the Loan Agreement entered into between the said two parties.

[No. R.314-CCI/64.]

M. K. VENKATACHALAM, Controller of Capital Issues.

CENTRAL BOARD OF DIRECT TAXES**INCOME-TAX***New Delhi, the 23rd December 1964*

S.O. 25.—In exercise of the powers conferred by sub-section (1) of Section 122 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes hereby makes the following further amendment in the Schedule appended to its Notification S.O. 2287 (No. 42-Income-tax, dated 22nd June 1964) dated 4th July 1964, namely:—

In the said Schedule against Ernakulam Range, under Column 2, item 3 "Special Investigation Circle, Trichur" shall be substituted as "Central Circle, Trichur".

Explanatory Note

The amendment has become necessary on account of redesignation of Special Investigation Circle and its transfer to the charge of the Commissioner of Income-tax (Central) Madras.

(The above note does not form a part of the notification but is intended to be merely clarificatory).

[No. 85 (F. No. 50/9/64-ITJ).]

S.O. 26.—In exercise of the powers conferred by sub-section (1) of Section 122 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes hereby makes the following further amendment in the Schedule appended to its Notification S.O. 596 (No. 9-Income-tax dated 13th February 1964) dated 22nd February 1964, namely:—

In the said Schedule against 'B' Range, Bangalore, under Column 2 item 3 "Special Investigation Circles 'A' and 'B', Bangalore" shall be substituted as "Central Circles I and II, Bangalore."

Explanatory Note

The amendment has become necessary on account of redesignation of Special Investigation Circles and their transfer to the charge of the Commissioner of Income-tax (Central), Madras.

(The above note does not form a part of the notification but is intended to be merely clarificatory).

[No. 86 (F. No. 50/13/64-ITJ).]

New Delhi, the 26th December 1964

S.O. 27.—In exercise of the powers conferred by sub-section (1) of Section 122 of the Income-tax Act, 1961 (43 of 1961) and in supersession of all the previous notifications in this regard, the Central Board of Direct Taxes hereby directs that the Appellate Assistant Commissioners of Income-tax of the Ranges specified in

column I of the Schedule below, shall perform their functions in respect of all persons and incomes assessed to Income-tax or Super-tax in the Income-tax Circles, Wards and Districts specified in the corresponding entry in column 2 thereof:—

SCHEDULE

Range	Income-tax Circles, Wards and Districts.
1	2
A-Range, New Delhi.	<ol style="list-style-type: none"> 1. Income-tax Cum Wealth-tax Circle VII, New Delhi. 2. All Companies Circles, New Delhi, except Companies Circle II, New Delhi. 3. B-1, B-1(I), B-III, B-III(1), B-XVI, B-XVI(1) and B-XVI(2) Districts, New Delhi. 4. All Salary Circles, New Delhi. 5. Central Circles V and VI, Delhi. 6. Evacuee Circle, New Delhi. 7. All Contractors Circles, New Delhi. 8. Ward No. VIII, Delhi.
B-Range, New Delhi.	<ol style="list-style-type: none"> 1. Income-tax Cum Wealth-tax Circles III and IX, New Delhi. 2. Special Circle and Addl. Special Circle II, New Delhi. 3. Special Investigation Circle 'B' New Delhi and Central Circles I, II, III, IV and V, Delhi. 4. A-I, A-I(I), A-III and Addl. A-III Districts, New Delhi. 5. B-II and B-II(1) Districts, New Delhi. 6. Refund Circle, New Delhi. 7. All Business Circles, New Delhi. 8. Wards Nos. VI, IX(1), IX(2), IX(3), IX(4) and IX(5), Delhi. 9. Special Survey Circles, I, II, III, IV and V, New Delhi.
C-Range, New Delhi.	<ol style="list-style-type: none"> 1. Income-tax Cum Wealth-tax Circles IV, VIII and X, New Delhi. 2. Companies Circle II, New Delhi and Companies Circle II-Cum-Wealth Tax Circle X, New Delhi. 3. Central Circle III and IV, Delhi. 4. Estate Duty-Cum-Income-tax Circle, New Delhi. 5. C-I, C-I(I), C-II and C-III Districts, New Delhi. 6. Foreign Section, Delhi. 7. Survey Wards Nos. 1 and 2, Delhi. 8. Wards Nos. 1, I(I), 1(2), II, III, IV and V, Delhi.
D-Range, New Delhi.	<ol style="list-style-type: none"> 1. A-IV and A-IV(I) Districts, New Delhi. 2. B-V, B-V(I), B-VI, B-VI(I), B-IX, B-X, B-XI, B-XI(I), B-XII, B-XII(I), B-XIII, B-XIII(I). 3. Central Circle I, New Delhi. 4. Wards Nos. VII, VIII(I), VII(2), VII(3) and VII(4), Delhi.

1

2

E-Range, New Delhi.

1. Income-tax Cum Wealth-tax Circle I and V, New Delhi.
2. Income-tax Cum Wealth-tax Circles II and VI, New Delhi.
3. A-II District, New Delhi.
4. B-IV, B-IV(I), B-VIII, B-VIII(I), B-XV, B-XV(I) and B-XV(2) Districts, New Delhi.

F-Range, New Delhi.

1. B-XVIII, B-XVIII(I) and addl. B-XVIII Districts, New Delhi.
2. B-VII, B-VII(I), B-XIV, B-XIV(I), B-XIV(2), B-XVII, B-XVII(I), B-XVII(2), B-XVII(3) and B-XVII(4) Districts, New Delhi.
3. Central Circle II, Delhi.
4. All Private Salary Circles, New Delhi.
5. Income-tax Cum Wealth-tax Circle XI, New Delhi.

A-Range, Jaipur.

1. A, Addl. A, C and E Wards, Jaipur.
2. Special Investigation Circles A and B, Jaipur.
3. All Income-tax Wards having headquarters at Kotah.
4. Special Survey Circle, Jaipur.
5. Companies Circle, Jaipur.
6. Central Circles I and II, Jaipur.

B-Range, Jaipur.

1. Estate Duty Cum Income-tax Circle, Jaipur.
2. B, Addl. B, D, F and G Wards, Jaipur.
3. Beawar.
4. All Income-tax Wards having headquarters at Sriganganagar.
5. Bharatpur, A and B Wards, Bharatpur.
6. A and B Wards, Ajmer.
7. Multipurpose Project Circle, Ajmer.
8. Salary Circle, I and II, Jaipur.
9. Alwar and Addl. Alwar.
10. A and B Wards, Alwar.

Jodhpur.

1. All Income-tax Wards having headquarters at Jodhpur.
2. All Income-tax Wards having headquarters at Udaipur.
3. All Income tax Wards having headquarters at Bikaner.
4. Bhilwara.
5. Pali, A and B Wards, Pali.

Where an Income-tax Circle, Ward or District or part thereof stands transferred by this notification from one Range to another Range, appeals arising out of assessments made in that Income-tax Circle, Ward or District or part thereof and pending immediately before the date of this notification before the Appellate Assistant Commissioner of the Range from whom that Income-tax Circle, Ward or District or part thereof is transferred shall, from the date this notification shall

take effect, be transferred to and dealt with by the Appellate Assistant Commissioner of the Range to whom the said Circle, Ward or District or part thereof is transferred.

This notification shall take effect from the 1st January, 1965.

Explanatory Note

The amendments have become necessary on account of creation of new Circles, redesignation of Circles and to avoid confusion between Central Circles, Delhi and Central Circles, New Delhi.

(This note does not form a part of the notification but is intended to be merely clarificatory).

[No. 87 (F. No. 50/10/64-ITJ).]

S.O. 28.—In exercise of the powers conferred by sub-section (1) of Section 122 of the Income-tax Act, 1961 (43 of 1961) and in supersession of all the previous notifications in this regard, the Central Board of Direct Taxes hereby directs that the Appellate Assistant Commissioners of Income-tax of the Ranges specified in column 1 of the Schedule below, shall perform their functions in respect of all persons and incomes assessed to Income-tax or Super-tax in the Income-tax Circles, Wards and Districts specified in the corresponding entry in column 2 thereof:—

SCHEDULE

Range 1	Income-tax Circle, Wards and Districts 2
Poona Range.	All Income-tax Circles and Wards having Head-quarters in the following Districts: 1. Poona. 2. Kolhapur. 3. Sangli. 4. Satara. 5. Ratnagiri.
Nasik Range.	All Income-tax Circles and Wards having Head-quarters in the following Districts: 1. Nasik. 2. Dhulia. 3. Thana. 4. Panvel (For Kolaba District). 5. Ahmednagar. 6. Sholapur.
Aurangabad Range.	1. Aurangabad (For Aurangabad and Bhir Districts). 2. Jalgaon. 3. Latur (For Osmanabad District).
Akola Range.	1. Wardha (For Wardha and Chanda Districts) 2. Amravati. 3. Yeotmal. 4. Akola. 5. Khamgaon. (For Buldhana District). 6. Nanded (For Nanded and Parbhani Districts).

Where an Income-tax Circle, Ward or District or part thereof stands transferred by this notification from one Range to another Range, appeals arising out of assessments made in that Income-tax Circle, Ward or District or part thereof and

pending immediately before the date of this notification before the Appellate Assistant Commissioner of the Range from whom that Income-tax Circle, Ward or District or part thereof is transferred shall, from the date this notification shall take effect, be transferred to and dealt with by the Appellate Assistant Commissioner of the Range to whom the said Circle, Ward or District or part thereof is transferred.

The notification shall take effect from the 1st January, 1965.

Explanatory Note

The amendments have become necessary on account of reallocation of the jurisdiction amongst the existing four Appellate Assistant Commissioners in the Commissioner's charge.

(The above note does not form a part of the notification but is intended to be merely clarificatory).

[No. 88 (F. No. 50/7/64-ITJ).]

T. N. PANDEY, Under Secy.

INCOME-TAX

New Delhi, the 26th December 1964

S.O. 29.—In exercise of the powers conferred by sub-section (1) of section 121 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes hereby makes the following amendments to the Schedule appended to its Notification No. 20 (F. No. 55/1/62-IT), dated the 30th April, 1963 published as S.O. 1293 on pages 1454—1457 of the Gazette of India Part II Section 3 sub-section (ii), dated the 11th May, 1963, as amended from time to time:—

Existing entries under columns (1), (2) and (3) against S. No. 15 shall be substituted by the following entries:—

Income-tax Commissioners	Headquarters	Jurisdiction
(1)	(2)	(3)
15. Uttar Pradesh-I	Lucknow	<ol style="list-style-type: none"> 1. Project Circle Lucknow. 2. Special Survey Circle, Lucknow. 3. Special Investigation Circle, Lucknow. 4. Salary Circle, Lucknow. 5. District I, Kanpur. 6. District II, Kanpur. 7. District III, Kanpur. 8. Central Circle I, Kanpur. 9. Central Circle II, Kanpur. 10. Special Investigation Circle, Kanpur. 11. Salary Circle, Kanpur. 12. Project Circle, Kanpur. 13. Special Survey Circle, Kanpur. 14. Banda. 15. Etawah. 16. Fatehgarh. 17. Jhansi. 18. Varanasi.

(1)	(2)	(3)
15A. Uttar Pradesh-II	Lucknow	19. Project Circle, Varanasi. 20. Special Survey Circle, Varanasi. 21. Azamgarh. 22. Jaunpur. 23. Mirzapur. 24. Gorakhpur. 25. Faizabad. 26. Allahabad. 27. Central Circle, Allahabad.
		1. Lucknow Circle. 2. Bareilly. 3. Rampur. 4. Gonda. 5. Sitapur. 6. Nainital. 7. Meerut. 8. Project Circle, Meerut. 9. Special Survey Circle, Meerut. 10. Special Investigation Circle A, Meerut. 11. Special Investigation Circle B, Meerut. 12. Salary Circle, Meerut. 13. Saharanpur. 14. Dehra Dun. 15. Muzaffarnagar. 16. Ghaziabad. 17. Agra. 18. Mathura. 19. Bulandshahr. 20. Aligarh. 21. Ferozabad. 22. Moradabad. 23. Najibabad.

This Notification shall take effect from the 1st January, 1965.

Explanatory Note

This Notification has been issued on account of the creation of one more Commissioner for Uttar Pradesh Charge.

(The above note does not form a part of the notification but is intended to be merely clarificatory).

[No. 89 (F. No. 55/135/64-IT).]

G. M. KULKARNI, Under Secy.

ESTATE DUTY

New Delhi, the 26th December 1964

S.O. 30.—In exercise of the powers conferred by sub-section (2A) of section 4 of the Estate Duty Act, 1953 (34 of 1953) and in partial modification of its notification No. 36/F. No. 1/20/64-ED, dated the 22nd May 1964 published as S.O. 1880 in Part II, Section 3(ii) of the Gazette of India dated the 30th May, 1964, the

Central Board of Direct Taxes hereby directs that Shri G. S. Srivastava, Director of Inspection, shall perform the functions of an Appellate Controller of Estate Duty throughout India in respect of:—

- (a) the estates of deceased persons assessed to estate duty on or after the 1st July, 1960, by a Deputy Controller of Estate Duty exercising his functions as such;
- (b) the estates of deceased persons in relation to which an appeal lies under section 62 of the Estate Duty Act, 1953, against an order passed on or after the 1st July, 1960, by a Deputy Controller of Estate Duty exercising his functions as such.

2. This notification shall come into force on the 1st January, 1965 (Afternoon).

[No. 57/F. No. 1/20/64-ED.]

G. R. HEGDE, Secy.

MINISTRY OF COMMERCE

New Delhi, the 21st December 1964

S.O. 31.—In exercise of the powers conferred by section 3 of the Essential Commodities Act, 1955 (10 of 1955), the Central Government hereby makes the following Order further to amend the Cotton Textiles (Control) Order, 1948, namely:—

I. This Order may be called the Cotton Textiles (Seventh Amendment) Order, 1964.

II. In clause 31 of the Cotton Textiles Control Order, 1948—

(a) in sub-clause (1), after paragraph (a) the following paragraphs shall be inserted, namely:—

“(aa) require any person, in writing to furnish samples of any article to which this Order applies;”

(b) in sub-clause (2) after the words “required to give any information” the words “or furnish samples” shall be inserted;

(c) after sub-clause (2), the following sub-clause shall be inserted, namely:—“(3) The provisions of sections 102 and 103 of the Code of Criminal Procedure 1898 (5 of 1898), relating to searches and seizures shall, so far as may be, apply to searches and seizures under this clause.”

[No. F.3(11)Tex(A)/64-~~Tex~~(I)C.E.R/5/64.]

A. G. V. SUBRAMANIAM, Under Secy.

RUBBER CONTROL

New Delhi, the 24th December 1964

S.O. 32.—In exercise of the powers conferred by sub-section (1) of section 6A of the Rubber Act, 1947 (24 of 1947), the Central Government hereby appoints Dr. K. T. Jacob, Director of Research, Rubber Board, Kottayam, as Rubber Production Commissioner, Rubber Board, with effect from the date he assumes charge of the post.

[No. 21(18)Plant(B)/64.]

B. KRISHNAMURTHY, Under Secy.

MINISTRY OF INFORMATION AND BROADCASTING

New Delhi, the 23rd December 1964

S.O. 33.—In exercise of the powers conferred by Section 5(1) of the Cinematograph Act, 1952 and sub-rule (3) of rule 9 read with sub-rule (2) of rule 9 and sub-rule (3) of rule 8 of the Cinematograph (Censorship) Rules, 1958, the Central Government hereby re-appoints Smt. Soundra Kallasam after consultation with the Central Board of Film Censors, as a member of the Advisory Panel of the said Board at Madras with effect from 30th November, 1964.

[No. F.11(4)/63-FC.]

S.O. 34.—In exercise of the powers conferred by Section 5(1) of the Cinematograph Act, 1952 and sub-rule (3) of rule 9 read with sub-rule (2) of rule 9 and sub-rule (3) of rule 8 of the Cinematograph (Censorship) Rules, 1958, the Central Government hereby re-appoints Indira D. Kothari after consultation with the Central Board of Film Censors, as a member of the Advisory Panel of the said Board at Madras with effect from 22nd December, 1964.

[No. F.11(4)/63-FC.]

H. N. AGARWAL, Dy. Secy.

MINISTRY OF REHABILITATION

(Office of the Chief Settlement Commissioner)

New Delhi, the 24th December 1964

S.O. 35.—In exercise of the powers conferred by Clause (a) of Sub-Section (2) of Section 16 of the Displaced Persons (Compensation and Rehabilitation) Act, 1954 (44 of 1954) the Central Government hereby appoints for the Nilokheri Township Shri Abnash Chander Assistant Administrative Officer, Nilokheri Township as Managing Officer for the custody, management and disposal of compensation pool with effect from the date he took over charge of his office.

[No. 7(15)/AGZ/64.]

M. J. SRIVASTAVA,
Settlement Commissioner and
Ex-Officio Under Secy.

MINISTRY OF TRANSPORT**(Transport Wing)***New Delhi, the 17th December 1964*

S.O. 36.—In exercise of the powers conferred by sub-section (1) of section 218 of the Merchant Shipping Act, 1958 (44 of 1958), read with rules 3 and 4 of the National Welfare Board for Seafarers Rules, 1963, the Central Government hereby makes the following further amendment in the notification of the Government of India in the Ministry of Transport (Transport Wing) No. S.O. 3482, dated the 13th December, 1963, namely:—

In the said notification, for entries 30 and 40, the following entries shall be substituted, namely:—

- | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|------------------------------------------------------------------------|
| <p>“30. Shri Govind H. Seth, Managing Director,
Shipping Corporation of India, Steelcrete
House, Pinshaw Wachha Road, Bombay-1.</p> <p>40. Shri Raghunath Singh, M.P., 15, Canning
Lane, New Delhi.</p> | } | <p>Representative of Ship-
owners.</p> <p>Non-official Member.</p> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|------------------------------------------------------------------------|

[No. 6-MT(64)/62.]

MERCHANT SHIPPING*New Delhi, the 19th December 1964*

S.O. 37.—In exercise of the powers conferred by clause (32) of section 3 read with section 184 of the Merchant Shipping Act, 1958 (44 of 1958), the Central Government hereby designates the Surveyor-in-Charge, Mercantile Marine Department, Bedi Bunder, Jamnagar, as the proper officer for the purpose of the said section 184.

[No. F. 24-MA(7)/63.]

D. S. NIM, Dy. Secy.

(Transport Wing)*New Delhi, the 23rd December 1964*

S.O. 38.—In exercise of the powers conferred by sub-section (3) of section 1 of the Road Transport Corporations Act, 1950 (64 of 1950), the Central Government hereby appoints the 1st day of January, 1965 as the date on which the said Act shall come into force in the State of Kerala.

[No. 24-T(35)/64.]

A. S. BHATNAGAR, Dy. Secy.

MINISTRY OF LABOUR & EMPLOYMENT*New Delhi, the 18th December 1964*

S.O. 39.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Bombay in the industrial dispute between the employers in relation to the Bombay Port Trust, Bombay and the Calcutta Port Commissioners, Calcutta and their workmen which was received by the Central Government on the 11th December 1964.

BEFORE SHRI M. R. MEHER, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
BOMBAY

Reference (IT-CG) Nos. 1 of 1963, 3 of 1963 and 1 of 1964

ADJUDICATION

BETWEEN

The Bombay Port Trust, Bombay

AND

The workmen employed under it.

In the matter of certain alleged anomalies in regard to pay scales recommended by the tripartite committee and modifications etc.

APPEARANCES:

Shri M. R. S. Captain with Shri Batuk Mehta—for *Bombay Port Trust*.

Dr. Shanti Patel—for *Bombay Port Trust Employees' Union*.

Shri S. Moitra with Shri Kelkar—for *B.P.T. General Workers' Union*.

Shri S. V. Tambe—for the *B.P.T. Railway Men's Union*.

AWARD PART—III

These are references by the Central Government under section 7A and Section 10(1)(d) of the Industrial Disputes Act for adjudication of a dispute between the employers in relation to the Bombay Port Trust and the Calcutta Port Commissioners and their workmen in respect of the matters specified in the schedule which are as follows:

- “(a) Whether there are anomalies, in regard to any of the pay scales recommended by the tripartite Committee set up by the Resolution of the Central Government in the Ministry of Transport and Communications, Department of Transport No. 23-PLA(91)/58, dated the 23rd August, 1958, published in Part I of the Gazette of India Extraordinary of the 25th August, 1958, in respect of the categories of posts listed in the annexure;
- (b) If so, what modifications, if any, should be made in the scales of pay recommended by the said Committee for the posts listed in the annexure, having regard to the directions contained in paragraph 2 of the said Resolution.”

“ANNEXURE

List of categories submitted by the Bombay Port Trust Employees' Union

1. Deckhand, Grade II, Flotilla, Engineering Department.
2. Deckhand, Grade I Flotilla, Engineering Department.
3. Deckhand Salvage Section.
4. Deckhand (Splicer), Flotilla, Engineering Department.
5. Tindel (Shore), Port Department.
6. Serang, Grade II and Grade I, (Shore), Port Department.
7. Tindel (Wireman).
8. Lascars (Shore), II Class, Port Department.
9. Lascar (Shore) I Class, Port Department.
10. Nawgani (Engineering Department).
11. Mazdoor (Engineering Department).
12. Mazdoor (Dry Docks).
13. Mazdoor (Salvage Section).

14. Mazdoor (Boiler Maker Shop).
15. Mazdoor (Lifter), (Wagon Foreman Section, Loco Shed and Workshops).
16. Mazdoor (Repacker).
17. Mazdoor (Diesel Loco Shed).
18. Mazdoor (Breakdown Gang).
19. Mazdoor (Rigging, Slings and Staging).
20. Crane Driver—Heavy lift, Steam, Oil and Electric (15—tons and over).
21. Mobile Crane Driver, and Grade (Cranes up to 6 tons; tractors and Fork-lifts).
22. Tindal, Salvage Section.
23. Sarang, Salvage Section.
24. Water Inspector.
25. Works Inspector.
26. Road Inspector.
27. Peon and Office Boy, Hughes Dry Dock.
28. Cleaner (Loco Shed).
29. Timekeeper, Oil Pipe Line Wadala, Pir Pau.
30. Chargeman (Mechanical), Hydraulic Estt., Alexandra Dock.
31. Hoistman.
32. Messenger, Grade I.
33. Muccadam, General Works, Northern Division.
34. Coalman.
35. Khalasi, Dry Docks.
36. Nawgani, Dry Docks.
37. Serang, Pir Pau.
38. Assistant Wireman.
39. Hydraulic Wharf Crane Driver (30 and 35 cwts.).
40. Electric Wharf Crane Driver (3 and 6 tons).
41. Hydraulic Crane Driver (5 and 6 tons).
42. Mobile Crane Driver, Grade I (over 6 and below 15 tons).
43. Crane Driver, Heavy Lift, Steam, Oil and Electric (15 tons over).
44. Crane Driver, 30 tons Breakdown crane.
45. Driver, Grade III.
46. Driver, Grade II.
47. Driver, Grade I.
48. Assistant Foreman Driver.
49. Assistant Station Attendant.
50. Assistant Chargemen (Artisan).
51. Assistant Chargemen.
52. Chargeman.
53. Mistry.
54. Sub-Overseer.
55. Assistant Foreman, Oil Pipe Line.
56. Foreman, Oil Pipe Line.
57. Foreman, Motor Shop.
58. Shift Engineer, Butcher Island.
59. Leadingman.
60. Watchman.
61. Mazdoor (Malaria Preventive Measures), Medical Department.
62. Mazdoor (Stores Department).
63. Mazdoors and Peons (Attending Telephones).
64. Electrician (Pilot vessel and other vessels).
65. Lighthouse Mechanic, Grade II and Grade I.

66. Driver Mechanic, Mobile Crane Section.
67. Muccadam, Engineering Department.
68. Station Fitter.
69. Train Examiner.
70. Crane Inspector.
71. Caulkar (Carpenter).
72. Serang (Yard, Workshops).
73. Radio Mechanic.
74. Painter, Grade I.
75. Cleaner (Flotilla).
76. Seacunny (Flotilla), Engineering Department.
77. Jr. Technical Assistant.
78. Sr. Technical Assistant.
79. Serang, (Flotilla), Engineering Department.
80. Tindel, Jolly Boats.
81. Fireman Tindel.
82. Muccadam of Sweepers/Scavengers.
83. Muccadam (Sanitary Branch), Medical Department.
84. Sweepers and Scavengers.
85. Loco Fireman.
86. Loco Driver.
87. Motor Engine Driver, Grade II.
88. Motor Engine Driver, Grade I.
89. Relieving Porter.
90. Shunting Porter, Grade III.
91. Shunting Porter, Grade II.
92. Shunting Porter, Grade I.
93. Jamadar, Railway Department.
94. Jamadar Watchman, Railway Department.
95. Gateman, Railway Department.
96. Hamal (Station), Railway Department.
97. Office Boy, Railway Department.
98. Marker, Railway Department.
99. Assistant Station Master, Grade II.
100. Assistant Station Master, Grade I.
101. Station Master, Grade II."

List of categories submitted by B.P.T. General Workers' Union

1. Havildar.
2. Gestetner Operator.
3. Clerk 'B' Scale.
4. Assistant Telephone Instrument Fitter.
5. Lascar 1st and 2nd Grade in Shore and Flotilla Establishments.
6. Assistant Fitter.
7. Assistant Wireman.
8. Cleaner (Tugs and Launches).
9. Seacunny.
10. Sweepers and Scavengers.
11. Outdoor Clerks.
12. Syrang (Flotilla).
13. Masters ('Ajit', 'Anil', 'Hardy', 'Zephur', 'Thal', 'Nirmala', 'Panvel').
14. Masters ('Uran', 'Navah', 'Raja', 'Raman', 'Rudra', 'Rahul').
15. Fire Bucket Lascar.

16. Fireman (Fire service).
17. Pump Operator.
18. Sub-section Leader.
19. Section Leader.
20. Senior Section Leader.
21. Motor Driver.
22. Signaller (Port Signal Station).
23. Bill Receiver.
24. Head Bill Receiver.
25. Junior Technical Assistant.
26. Senior Technical Assistant.
27. Mate'st Grade.
28. Craneman "Chelura", and "Vikas".
29. Clutchman (Dreadgling Flotilla).
30. Diesel Engine Attendant.
31. Master (S.T. 'Amar', 'Azad', 'Arjun', and 'Anand').
32. Master 'A' Grade.
33. Syrang.
34. Shore Syrang 'st Grade (Butcher Island).
35. Tindal of Stokers Gr. II.
36. Tindal of Stokers Gr. I.
37. Fireman Tindal.
38. Engine Driver.
39. Wireman Telegraphist and Signaller (Pilot Vessel).
40. Leading Wireless Telegraphist and Signaller (Pilot Vessel).
41. Chief Wireless Telegraphist and Signaller (Pilot Vessel).
42. Cleaner (Motor Lorry).
43. Monthly paid Mazdoors (Dock Department).
44. Fireman (Syrang).
45. Assistant Stock Verifier, Gr. II.
46. Inspector, Grade IV (Audit).
47. Inspector, Gr. III (Audit).
48. Inspector, Grade II (Audit)".

"List of Categories submitted by the Bombay Port Trust Employees' Union [Ref. (IT-CG) No. 3/63.]

1. Welder.
2. Fitter, Motorshop and Workshops.
3. Carpenter.
4. Deckhand, Grade II, Shore, Engineering Department.
5. Deckhand, Grade I, Shore, Engineering Department.
6. Tindal, Dredging and Barges.
7. Tindal, Workshops and Marine Survey.
8. Lightship Tindal.
9. Syrang, Dry Docks.
10. Clerk 'B' Scale, Stores Department.
11. Clerk 'A' Scale, Stores Department.
12. Senior Clerk Stores Department."

"List of categories submitted by the Bombay Port Trust Employees' Union (Ref. IT-CG 1/64)

Office Boy in Bombay Port Trust Workshops."

2. On the first day of hearing all the Unions who have raised disputes in regard to the various categories and the Port Trust Authorities of Bombay and Calcutta were generally heard on the general question as to what is meant by the term anomaly and what should be considered an anomaly, in the context of this Reference. Then the hearing on the demands raised by particular unions started. The anomaly word is defined in Dictionaries as 'irregularity' or 'deviation from rule'. It appears to me, generally speaking, that if it is found that in any of the wage scales prescribed inconsistency is detected, or deviation by mistake or accident from the principles laid down by the Government and those followed by the Committee in the fixation of wages scales for the various categories, then that may be considered as an anomaly and can be rectified. This however, is not an exhaustive definition of that may be considered an anomaly; it is possible to point out an anomaly on the particular facts and in the context of this Reference, without its being necessary to give an artistic or very exact definition of 'anomaly'.

3. This Award covers demands made by the Bombay Port Trust Employees' Union and the Bombay Port Trust General Workers' Union.

4. In the statement of claim by the B.P.T. Employees' Union the history of the dispute is given and the Union has stated that

"The Union further submits that there is nothing on record to show that the Committee had asked the Government Departments and other establishments to furnish them with a list of the duties and responsibilities of each of the posts under them, and the grade applicable to it. It had no other document nor evidence describing the duties and responsibilities which can enable the Committee to draw comparison and to prescribe appropriate scales of pay. The only evidence or information, if any, was given by some unions. The Union begs to submit that the Committee has reached the decisions without proper thought and comparison. If there was any comparison, it was vague and notional. At the most it has 'roved over scales', and that too, in a few Government Departments (Page 4 of the Report). Such a situation cannot but lead to a large number of anomalies. With due respect to the members of the Committee, the Union begs to submit further that the Committee has failed to recommend the scales as required under the Government Resolution.

25. The anomalies in the Report are the result of the failure of the Committee to adhere to the principles and procedure as laid down or implied in the Government Resolution.

27. The Union, therefore, once again submits in all humility that the recommendations of the Committee are vitiated and a number of anomalies have arisen because of also of the failure of the Committee to carry out investigations and to make comparisons and evaluations and to reach decisions in accordance with the terms of reference.

29. The Union begs to submit that many anomalies have arisen because the Committee failed to appreciate the nature of work in the Port and Dock Industry, in particular, "marine engineering" and 'port works' which are a class by themselves."

The Union has made detailed submissions with regard to each category for which dispute has been raised.

5. In the statement of demand the Bombay Port Trust General Workers' Union has stated the circumstances leading to the appointment of the C.C.S. and it is stated *inter alia* as follows:—

"The Committee should have only taken into consideration the question of equal pay for equal duties and responsibilities and not other relevant factors. For instance if for a particular category of workers in the Port such duties and responsibilities are prescribed including holding of certain qualification certificate and if for a similar category of workers in the Indian Railways or in the Indian Navy along with the said type of duties and responsibilities and qualification certificates any other educational qualification is also prescribed, the Committee should not have given weightage to the purely educational qualification needed by the Navy or the Railways, and deny the same scale of pay as is available in the Navy or the Railways to similar workers in the Ports. It is evident from the Committee's own admission as indicated in the report—because the scales of pay in Bombay to some extent was higher for some categories in other Ports, the Committee

had been influenced not to give such categories of other Ports the scale of pay available at Bombay Port. Similarly, particular categories of workers in another Port, if his scale of pay was higher, the Committee should not have hesitated to grant a similar scale of pay to a similar category of workers in Bombay Port.

11. The Committee, in its own admission had roved over scales of similar categories in various Departments of the Government. It is the submission of this Union that because they roved over the categories and the duties and responsibilities and did not carefully examine the same for the purpose of applying the same to the scales of pay or categories of the Port and Dock Workers, therefore, such extension of similar scales of pay to the Port workers are not available in the Report of the Committee."

6. The Port Trust has in its written statements replied, *inter alia*, as follows: The Committee submitted its report to Government on 20th May 1961 but even before its report could be published the Union which had agreed to accept the recommendations of the Committee as final and binding started raising disputes. The Transport and Dock Workers' Union by its letter, dated 1st June 1961 demanded *inter alia*, that wages for all categories of workmen should be revised with retrospective effect in the light of the original level of wages and the financial capacity of the Bombay Port Trust. Similar demands were made by other Unions. The demands constituted a flagrant breach of the assurance on the part of the workmen to be bound in all respect by the recommendations of the Committee. The Unions issued strike notices. In the meanwhile the matter was further discussed with the port authorities. A conference was held at New Delhi on 11th and 12th July 1963 between the representatives of Government, of employers and of the All India Port and Dock Workers' Federation. At that conference it was agreed as under:

"Specified cases of alleged anomalies in regard to pay scales as fixed by the classification and Categorization Committee which had been already listed by the members of the Federation and had been discussed with the Calcutta and Bombay Port authorities but could not be settled will be referred for adjudication. All such cases will be listed in the order of reference to adjudication and the Tribunal asked to decide in each case whether there is an anomaly or not. In case the Tribunal decides that there is an anomaly, the Tribunal will consider how it should be rectified within the terms of reference of the Classification and Categorisation Committee."

The Port Trust goes on to say that the Committee carefully examined the duties and responsibilities of each category of group of categories which came up for consideration and decided on the scales for them. Besides a full time Chairman and Secretary there were 11 members of this Committee which included three highly experienced representatives of labour. The Committee also contained representatives of the six ports and two Government nominees. The recommendations of the Committee having been made after careful consideration they should be accepted with good grace as final and binding. The Port Trust goes on to say,

"The Committee for the first time in the history of the Ports assessed the work of each category at each Port with a view to evolving a broad and rationalised pay structure for all the ports. In any system of rationalisation it is inherent that the workers could not have the best of both the worlds; it was not the intention that the highest scale for a particular category in any one of the six Ports should be made the basis of fixing the scales of similar categories at other Ports. All the parties were aware that in attempting a new wage structure on a rational basis for all the six Ports the scales of pay of some of the categories would have to be pruned. It was also known that scales of pay at Bombay Port were higher in respect of a large number of categories of posts compared with similar categories at other ports. This has been pointed out in no uncertain terms in para 16 at page 4 of the C.C.C. Report. Government had taken this factor into account at the time of constituting the Committee, it was decided, in agreement with the Unions, that—

'If in any case the scale prevailing prior to the revision is higher than the one recommended by the Committee, the higher scale shall continue to apply. It is to be noted that employees will be entitled

to continue, if they so desire, in any scale which has been prescribed by an Award of a Tribunal, so long as the award remains in force—vide paragraph 7(iv) of Government Resolution dated July 20, 1958."

7. The Port Trust goes on to say that the Union seeks to upset the just and equitable decisions of the Committee. The Committee took more time than 3 years to complete its tasks and it left no stone unturned to do full justice to each of the categories at the 6 major Ports. It carefully examined the duties and responsibilities of each category. The Committee consisted of a full time Chairman, Secretary and 11 other members. The representatives of the 6 Port Authorities on the Committee were officers having knowledge with the details of the job entrusted to them. There were three representatives of Labourers who were highly qualified and of all-India repute. There were also two Government nominees. The Port Trust has made detailed submissions denying that there are anomalies in fixing wage-scales for the categories submitted by the Union.

8. Before going to the question whether there is anomaly in respect of categories submitted by the Union it is necessary to refer to what is stated in the report of the Committee. In it, it is stated that:

"Between February and December 1960 the Committee held sittings at the different Ports and heard at length the case put forward by the Federations, Labour Unions, and individual employees. There were 3 sessions of the Committee at Calcutta, 2 at Cochin, and 1 each at the remaining Ports, including a prolonged session at Bombay Port. The Committee was in session at different Ports for hearing of parties for an aggregate of 93 working days. During the hearings the parties tendered before the Committee 161 documents in support of their contentions, a list whereof is attached to the Report as Appendix 'F'. As each category or group of categories came up for consideration, the Committee carefully examined the duties and responsibilities of the posts and decided into which scale the particular category in the hierarchy of the Port could be appropriately fitted. In our deliberations we have always had in our mind the desirability of giving equal pay for equal duties and responsibilities in all the Ports, and our decisions are based on that principle. If therefore a category in a particular Port has been given a different scale bearing the same designation in another Port, the difference in emoluments will be found to be due to differences between the two in matters of duties, responsibilities, and other relevant factors. The Committee was moved by the principal consideration of doing justice to the extent prescribed by the Resolution, and in the process many a category has been upgraded. While it is true that in Bombay the scales are to some extent higher as to some categories than in other Ports, our decisions have, in our opinion, resulted in a considerable extent in a fair rationalisation of the pay structure of all the Ports in terms of the Resolution. The Committee's approach was by no means narrow or limited. It roved over scales of similar categories in the Railways, in the P.W.D., in the Navy, and in the Report of the Second Pay Commission, and in every other available source of material, in order to discover the correct scale applicable to a category. The arguments raised by Labour at the open hearings and the documents filed by them were carefully considered by the Committee in session.

While for the majority of the decisions the scales as appearing in the Schedule to the Government Resolution have been found appropriate, there have been cases where the Committee has broken up longer scales into shorter ones in order to give effect to the object for which the Committee was appointed. In some deserving cases the Committee fixed a higher starting pay in the prescribed scale, and the Committee has also fixed scales going beyond the indicated maximum in appropriate cases as is permissible under the Resolution. In a few cases the Committee adopted scales prevailing in Government Departments but not shown in the Schedule to the Resolution."

9. Reference may also be made to paragraph 55 of the Report in which it is stated:

"This is the first occasion on which the Wage Structure of the Major Ports of India has been investigated on a broad and rationalised basis. This is also the first occasion on which representatives of the Ports

and representatives of Labour have sat in conclave to decide the questions at issue. It is also the first occasion where it has been provided that the recommendations of the Committee would be final and binding on the Port Authorities as well as on Labour."

10. It is also necessary to bear in mind the safeguard provided by Government and which is referred to in paragraph 46 of the Report. It is as follows:

"The Government of India has decided that if in any case the scale prevailing prior to the revision is higher than the one fixed by the Committee, higher scale shall continue to apply, *vide* paragraph 7(iv) of the Government Resolution dated the 20th July, 1958. Thus there will be no reduction in the existing scale of any post even for future incumbents. Where any scale has been prescribed by an Award of a Tribunal, the employees concerned will be entitled to continue in that scale, if they so desire, so long as the Award remains in force."

This has to be borne in mind in considering whether there is any anomaly in any scale in which the starting pay or maximum is lower than in the existing scale in any port, and this has been done in pursuance of the direction to have rationalised wage structure on the basis of equal pay for equal work in the various ports. Existing scales which were higher have been continued not only for existing incumbents but for future incumbents.

11. It will be noted that in the classification of so many categories in the ports it could not be expected that the Committee should give reasons for prescribing various scales for the different categories. But it is quite evident from the Report that the report was submitted after giving all the parties a full hearing. This reference cannot be treated by me as an appeal from the decisions of the Committee. But I have to rectify anomalies only. In respect of a very large number of categories the Unions concerned have submitted that there are anomalies. As stated above the C.C.C. did not and could not in the nature of things give reasons for prescribing scales for the innumerable categories in various ports. This, however, means that all the considerations which weighed with this very representative Committee in fixing the wage scales for each particular category are not before me. It has also to be borne in mind that the C.C.C. was appointed in pursuance of the agreement between the Port authorities and the Unions concerned that the decisions of the C.C.C. would be accepted as final. There must be some end to litigation in industrial matters. In all these circumstances I do not think that it would be appropriate that I should give reasons when I am not satisfied that there is any anomaly. If however I find any anomaly I propose to give in brief my reasons for considering it as an anomaly and for giving the appropriate direction. As stated above it has to be borne in mind that this Reference is not to be disposed of as if I am sitting in Appeal over the decisions of the Committee. I have only to rectify anomalies, if any, and care has to be taken when deciding that there is anomaly or rectifying any alleged anomaly, that another anomaly is not created, for if an anomaly is unwittingly created by departure from the Report of the C.C.C. there would be more trouble than has arisen in this case after the Report of the C.C.C. The procedure followed by me in giving this Award has another advantage, for if in rejecting a demand of alleged anomaly I were to go into the rival contentions of both sides as to the duties of the particular categories and comparison with other categories, there may be strife and disharmony in the working of the ports. To illustrate this point, I may mention that on the second day of the hearing of this Reference, the Port Trust representative made a complaint that certain categories of lascars had gone on a strike merely in consequence of the different version given by the Port Trust and the Union representatives at the hearing before me, about the duties of 'lascars.' The Port Trust representative requested the Tribunal to ask the Union concerned to advise its members not to resort to such direct action in consequence of any point urged at the hearing of the case. The representative of the Union agreed to the suggestion of the Tribunal to advise the lascars concerned not to stop doing any work because of any submissions that may be made by either side at the hearing as to what were or what were not the regular duties of the category concerned. Here it may be mentioned that statements of the duties of the various categories were filed both by the Port Trust authorities and the Union concerned. In some cases the Union's description is more detailed. In some cases there is no material differences and the difference is only in the degree of emphasis in the description of certain duties. While the Union's description implied that certain duties were performed regularly or frequently by the employees concerned, the fact ascertained by the Committee was that such duties were performed only occasionally by the workmen or a few of the workmen in the particular category or in rare cases. This aspect has to be borne in mind in deciding whether there is any anomaly or not. In some cases there is a difference,

but it has to be borne in mind that the C.C.C. not only visited the ports several times but heard the parties orally and also in some cases allowed witnesses to be examined on the duties and the various aspects of the duties. There is therefore no doubt that the C.C.C. made itself fully aware of the duties of the various categories.

12. In giving this award I have given careful consideration to the submissions in the matter, statements filed by the Unions and by the Port Trust and the Exhibits filed. I have also visited the Docks in company of the representatives of both the sides, and seen the work of certain categories, wherever it was considered desirable to see the work of those categories, to appreciate the submissions of both sides.

13. In support of the submissions that there are anomalies the Unions have in a number of cases cited instances of categories in other Ports where the grades fixed are higher. The Port Trust has in its written statements and exhibits tried to show that in those cases the duties and responsibilities and qualifications of those posts are higher in one or other Port. In support of this contention the Port Trust has relied on the statements of duties filed before the Committee. In many cases I have found that the submissions of the Port Trust are justified. In a few cases there is no exact information whether the duties and responsibilities are identical. In a few cases where there is reason to believe that the duties are probably similar, the anomaly appears to be that the scales fixed for the other Port are unduly high. Were I to revise the grades in Bombay because of this, it would create further anomalies and disturb the differentials in the Port which have been carefully worked out by the Committee. In a few cases where the Committee lowered the scales with a view to rationalisation the existing workman as well as future incumbents are protected by the old scale (Government Resolution dated 20th July 1958 quoted in paragraph 46 of the Report of the Committee).

14. As an illustration of what is stated in the previous paragraph I may give the example of the Light House Mechanic for whom the Committee fixed the following scales:—Grade II Rs. 80—5—120—EB—8—160 (which is the scale prescribed by the Government for the highly skilled Grade II); Grade I Rs. 125—6—165—EB—6—185 (The Grade prescribed by Government for the highly skilled Grade I and for the Technical category is Rs. 100—5—125—6—155—EB—6—185. The Committee in effect raised this scale with a high start of Rs. 125). The Union after describing the duties complains of an anomaly because (a) this category consists of persons who are promoted from fitters (b) the scale in Kandla for the Radio Technician is Rs. 150—255 of the Radar Technician Rs. 200—10—350 and of the Senior Light Mechanic 200—350 and in Calcutta the grade for the Motor Mechanic is 200—10—300. Now as against (a) there is no evidence that recruitment to the posts of fitters is only from the highest grade of fitters. The grades for fitters are 60—75, 75—105, and 100—130. The Lighthouse mechanics are recruited from fitters' who are designated as skilled. So *prima facie* the grade of 80—160 which is for the lowest grade of highly skilled is correctly fixed and it would be an anomaly to revise the grade of 80—160 for the Lighthouse Mechanic Grade II unless the post is considered technical or highly skilled Grade I. It is not possible to hold the view that when the Committee classed the Lighthouse Mechanic in the lower grade of highly skilled they created an anomaly. As regards (b) the contention has no substance. Exhibit 81 at page 113 of the Port Trust's written statement (Part IV) shows the qualifications of the various posts as placed before the Committee. The Lighthouse Mechanic Grade II in Bombay is promoted from fitter on the basis of seniority-cum-suitability. The Lighthouse Mechanic Grade I is promoted from Grade II on passing a departmental trade test. Now let us see the qualifications of the posts with which the Union has made comparison. The qualification of the Motor Mechanic (Serial No. 762 Calcutta) are as follows:

- “(i) Must be Matriculate. (ii) 5 years full apprenticeship in a large workshop of repute concurrent with the orerential training in Mechanical Engineering and obtaining a final passing out certificate from a recognised Technical Institution. (iii) Able to guide and control workmen under him. Special knowledge of high speed Internal Combustion Engines of various types. Selection through advertisement in the Press.”

It is quite evident that there is no comparison possible between the respective qualifications. (The Port Trust has also tried to show that the duties are different

and more responsible). As regards the Radar Technician (Kandla) the qualifications are as follows:

"Diploma in Elec. Radio Engineering from a recognised University or Organisation. At least 2 years experience in wireless organisation/factory, and knowledge of micro-wave equipment."

Can this post and qualification be compared with that of the Lighthouse Mechanic in Bombay who may not be a matriculate? The qualification of the Radio Technician Kandla is as follows:

"Diploma in Elec. Radio Engineering from a recognised University or Organisation. At least 2 years experience in wireless organisation/factory, and knowledge of micro-wave equipment."

It is quite evident that no comparison can be made. Another example may be given. For the Calcutta Port the Committee came to the following conclusions:

"28. For the purposes of categorisation of the artisans of Calcutta Port, the Committee has decided as follows:

- (i) Those employees in the Rs. 40—60 scale now prevailing in Calcutta who are holding posts in the semi-skilled grade will remain in that scale; but those who are now in the Rs. 40—60 scale and are holding posts in the existing lowest skilled category shall be fixed in the scale of Rs. 60—5/2—75.
- (ii) Those Grade I artisans of Calcutta, who are now in the scale of Rs. 60—75, shall be fixed in the scale of Rs. 75—3—105.
- (iii) Grade 'A' workers shall be regarded as highly skilled and placed in the scale of Rs. 80—5—120—EB—8—160."

Now, the Unions have pointed out that there is an anomaly in the Bombay Port because some of the scales in Bombay are lower. The Port Trust has tried to show that in some cases duties are different. But apart from this, one may presume that the Committee had some special reasons for the above distinctions in regard to the Calcutta Port which are not set out in the Report but if this is an anomaly, the anomaly consists in the Calcutta scales being higher than they should be having regard to the scales in other Ports and the principles laid down by the Government for categorisation and standardisation, and it would lead to anomalies in the Bombay Port in respect of scales for other categories, if the Calcutta scale is adopted in respect of certain categories for which the Committee might have had valid reasons for giving higher scales in the Calcutta Port.

15. **Lascars Grade I and II:** The B.P.T. Employees' Union has made the following submissions. The Deckhands in the Engineering Department are employed in Salvage, Marine Survey, Dredging, C.E.'s flotilla and workshop deckhand sections. (They have been included in the category of Lascars by the Committee). There are specialised jobs in every section depending on the nature of work. The workshop deckhands section does the work mainly of docking and undocking vessels on workshop slipways. Certain workmen designated as Splicemen prepare wire slings for the docks and fenders of various types and sizes and do wire splicing work. The Union then describes in detail the work of deckhands in the various sections. For deckhands Grade II, Marine Survey, C.E.'s Flotilla, Dredging and Workshops, the grade demanded is Rs. 40—1—50—2—60 and for first grade Deckhands in these sections Rs. 50—2—60. A demand is made that 50 per cent should be in the higher grade. These grades are also asked for the Shore Lascars. The Union says that their work is arduous and requires skill. The work of the various categories is described in detail at pages 62 to 65 and pages 125 to 134 of the Annexure C to the Union's Written Statement. The Union goes on to say that splicing steel wire ropes and check wires and preparation of coir springs and fender are specialised types of work and need skill. For the work of dry docking (caisson work) the Shore Lascars get a special pay of Rs. 2. This is skilled work. The allowance is not commensurate with the skill and fatigue required. The shore crew also do work such as painting, draught marking, laying and maintenance of light buoys, tenders, etc.

16. **The B.P.T. General Workers' Union** has in its Statement of Claim made the following submissions: The Port Trust had in its statement to the Committee shown that the duties of Deckhands included splicing of ropes, clearing the deck, painting, sending out heaving lines and rowing small boats. The Union says that the duties include going aloft the most, pulling in whipping, making fast wires, fixing tag springs and bow lines, laying wires and navigational marks, heaving up

boats, etc. They have also to wash the paint in the vessels, chip the body of the vessel, painting vessels with brush with red oxide and black paint, construct fenders, splice steel and coir ropes where necessary, wash and scrub deck, lower the anchor, take out anchor chain, etc. The Committee prescribed the scale of Rs. 30—1—40—EB—1—50 for Lascars, 2nd Grade starting at Rs. 32, and Rs. 40—1—50 for Lascars 1st Grade. It was provided further that on vessels having engines of 40 n.h.p. capacity or 226 B.H.P. or over only First Grade Lascars should be appointed. The Union submits that the various duties require skill and proper scales have not been fixed. The Committee ought to have taken into consideration corresponding categories in the Indian Navy and on the "Dufferein". The scale should not be less than Rs. 40—2—60.

17. The Port Trust has replied as follows: It is denied that there is any anomaly or that the duties of these categories were not correctly stated by the Port Trust. The work of the Lascars is not comparable with the crew on the vessels of the Navy or of the Government departments referred to by the Union. In presenting the two scales the Committee has taken into account the fact that upon initial employment the Lascar would only be able to do jobs of unskilled nature and as he advances he would be able to perform one or other semi-skilled jobs.

18. The Port Trust goes on to say that there is no separate category of Deck-Hand Splicer in the Flotilla of the Engineering Department. The Deck-Hands Grades I and II (now designated Lascars Grades 1 and 2) are required to do splicing work as part of their normal duties. There was, however, a distinct category of Deck-Hands Splicer in the Workshop in the pre-C.C.C. scale of Rs. 40—1—50. Through oversight this category was not included in the list of posts laid before the Committee. There were 8 such posts and these employees have been fixed in the appropriate scale of Rs. 50—2—60—5/2—75 from 1st October 1957 and their designation changed to Spliceman. As regards Deck-Hands Grades I and II the duties and responsibilities include carrying out splicing work of ropes, cleaning of tugs, painting, sending out heaving lines, etc. and rowing small boats. Khalasee (S. No. 162) of the Marine Survey Branch is required to assist the Tindal and the Launch Guide. The Deck-Hands of the Salvage Section are included in the general cadre of Deck-Hands Grades I and II. Till June 1958 there was only one category of Deck-Hands in the scale of Rs. 35—1—45 excluding Deck-Hands (Splicer) in the Engineering Department. Under the Award of the Industrial Tribunal in Reference No. 5 of 1957 two grades were fixed for the Deck-Hands viz. Rs. 35—1—45 and Rs. 45—1—50 in the ratio of 50:50. The Port Trust submits that the scales awarded by the Committee are fair. The arguments now advanced by the Unions had been placed before the Committee. The Committee examined in great detail the duties and responsibilities of Lascars and took into consideration the fact that they are called upon to perform a wide variety of duties ranging from unskilled to semi-skilled and that there are wide differences in the jobs assigned to different groups of Lascars or individual Lascars depending upon the capacity of the use of the vessel on which they work and upon the type of work required to be done ashore. The six major ports employ a few thousand Lascars; the Lascars in the Engineering Department of the Bombay Port discharge multifarious duties connected with the manning of a large variety of vessels ranging from a small jolly boat to a big dredger or floating crane the uses of which vary from picking up ships' line in a row boat for mooring vessels in dredging and handling heavy loads of as much as 125 tons. The Committee, after examining the duties of Lascars at each Port, fixed the two scales of Rs. 30—1—40—EB—1—50 and Rs. 40—1—50. In the case of Lascars in the lower grade at Bombay the start was fixed at Rs. 32. At Bombay the Committee awarded the higher scale of Rs. 40—1—50 to the Lascars on dredgers and tugs and other propelled craft of 40 NHP or 226 BHP or over. Those on non-propelled vessels and boats and on propelled craft of less than 40 NHP and Shore Lascars were given a scale of Rs. 30—1—40—EB—1—50 with a starting pay of Rs. 32. The claim for a higher scale of Rs. 60—3—81 for Deck-Hands working in the Salvage Section on the ground that their work is of a superior type is also opposed. The Port Trust submits that the duties and responsibilities of the Deck-Hands in the Salvage Section are not superior to the Deck-Hands in other Sections. As regards the claim for Rs. 60—3—81 for Deck-Hands Splicer working in the Marine Survey and Dredging Section and on the Flotilla of the Chief Engineer's Department the Port Trust submits that there is no category of Deck-Hand Splicer as such on the vessels of the Engineering Department. Deck-Hands Splicer, since designated by Port Trust as Splicer, is a special category working only in the Shore Units of the Workshops comprising 8 posts and as stated above the incumbents of these 8 posts have been given a higher scale of Rs. 50—75. The main duties of the Deck-Hands (now designated Lascars) of the Engineering Department are cleaning decks, sending out heaving lines and row boats, etc. The splicing work to be done by them is incidental.

19. At the hearing the parties agreed that the Caisson allowance of Rs. 2 given to the following categories should be raised to Rs. 6 per month with effect from 1st October, 1957:—

Shore. Tindel—	S. No. 479
Syrang (Shore Grade II)—	501
Syrang (Shore Grade I)—	511
Lascars of Class I and II in Serial Nos.	453 & 463
Tindel Jolly Boats—	471

20. Having given careful consideration to the submissions of the parties, I have come to the following conclusions. Some of the Lascars have to perform semi-skilled duties of the nature referred to above and which require experience but not all the time. A Lascar newly joining would have to perform duties requiring no skill whatever. It is difficult to single out persons doing the various semi-skilled duties in the circumstances stated above. I am of opinion that there is no good case for revision of grades which have been fixed on a uniform scale for all the Ports, but there is a case for giving a special allowance in the circumstances stated above, having regard to the variety of duties done by Lascars in the Bombay Port. I direct that (a) Lascars who completed six months' service should be given a special allowance of Rs. 2 per month in addition to their grade pay; (b) This allowance will not be admissible to any lascars who are at present entitled to Caisson allowance of Rs. 6. To this category I do not think that any further allowance for other types of miscellaneous work should be given. The Caisson work is to be done by a few Lascars at a time and has to be done on occasions only. The allowance of Rs. 6 per month is already one the high side. If it had not been for the agreement, I should have considered a special allowance of Rs. 3 to 4 to be adequate for the categories for whom an allowance of Rs. 6 has been agreed to. I further direct that lascars who were formerly designated as "splicers" in vessels of the Engineering Department but were absorbed as Lascars after the recommendations of the Committee came into effect should be given an allowance of Rs. 3 instead of Rs. 2 awarded, as stated above, to other lascars.

21. *Masters, Serangs, Motor Engine Drivers of vessels.*—I have very carefully considered the submissions of both sides on the pay of these categories and see no anomaly. I, however, consider that the special allowance of Rs. 16 given at present to those Masters who hold First Class Master's Certificate and of Rs. 8 to those Serangs in charge of vessels who have Second Class Master's Certificate should be increased to Rs. 20 and Rs. 10 respectively, and I direct accordingly. So also, the special allowance of Rs. 16 given to Motor Engine drivers of vessels who are not required to possess First Class Steam or Diesel Certificates, for operating those vessels, but are given this allowance of Rs. 16 for possessing this qualification should be increased to Rs. 20.

22. *Tindel (Wiremen) Marine Survey.*—The designation given to this category by the Committee is Tindel of Jolly Boats. I do not consider there is any anomaly in the scale prescribed for them. They were getting a special pay of Rs. 3 per month or Rs. 2 per month for working as Linesman or Wireman respectively. There is, however, a case for increasing this pay to Rs. 5 and Rs. 4 respectively, and I direct accordingly. Tindel, Salvage Section and Serang Salvage Section: The parties have filed an agreement that their scale should be respectively Rs. 125—6—155 and Rs. 150—7—178 in lieu of the scales fixed by the Committee. I make an Award in terms of this agreement.

23. *Loco Fireman and Loco Driver.*—The award in respect of these categories will be given in the next part.

24. *Assistant Telephone Instrument Fitter.*—The B.P.T. General Workers' Union has stated that the C.C.C. scale for this category viz. Rs. 40—60 has been maintained. In Calcutta instrument repairers whose duties are more or less similar are in the grade of Rs. 80—110. The Assistant Telephone Instrument fitters have to operate switch board having about 70 lines as also assist the fitters in repairing instruments. They cannot be considered semi-skilled. They should be given the grade of Rs. 60—130. The Port Trust has replied as follows: It is denied that the duties of this category are more or less similar to those of the Instrument Repairer in Calcutta. The incumbents of the Calcutta Port are promoted from experienced Electricians (Grade I) or Electrical fitters (Grade I) and have duty of overhauling and repairing various delicate instruments. The Assistant fitters operate switch board during casual absence of the Telephone clerk who attends to the switch board at Wadela and during the casual absence of

the Instrument fitters who attends to the switch board at Malet Bunder and Pir Pau. The Port Trust has already upgraded 5 posts of Assistant fitters to those of Instrument fitters, because the former do work normally allocated to the latter category. The Union had claimed before the Committee the scale of Rs. 60-81 and is now claiming a higher scale.

25. The scales fixed for the Instrument Fitter (Item 222) are Rs. 60-75, 73-105 and 100-130. The Assistant Instrument Fitters cannot be put in the same category as Instrument Fitters whose duties are of a higher order. The duties of the category were given by the Port Trust before the C.C.C. as follows: to assist the instrument fitter in his duties and attend tele-communication switch-board. The qualifications were stated as follows: Experience in the trade and working knowledge of English. By recruitment. The Union has described the duties of this category before the Committee as follows:

"To operate telephone switch board independently, consisting of 16 lines and 50 instruments connected to the side line and board with 10 lines and 33 instruments. Assist Instrument Fitters in repairs of Telephone instruments, switch board, general location of faults on line. Have to undertake full charge in the absence of Instrument Fitter on shift duty. Maintenance of batteries virtually, the Assistant Fitter does all the work of an Instrument Fitter.

In the submission of the Union as in the case of Butcher Island, where for similar nature of work, only Instrument Fitters are employed. Similarly at Telephone Section E.E.N.D. the post of Assistant Instrument Fitter should be converted into that of Instrument Fitter by virtue of their duties and responsibilities. It is the submission of the Union that these categories of workers are skilled workers and therefore cannot be given the long grade of semi-skilled workers. If at all it is decided to retain the category of Assistant Instrument Fitters, it is submitted that in consideration of his nature of work, skill required etc. he should be given the scale of Rs. 60-3-81. At Pir Pau (Manifold) switch board, Wadala Switch Board and M.S. Board at Workshop the operation is done by clerks and Instrument Fitters in the scale of Rs. 60-130."

26. Having considered the submissions of both sides, I am of opinion that there is an anomaly having regard to the duties of the post and qualifications required. I direct that the scale should be raised to Rs. 50-5/2-70.

27. *Mazdoors*.—The B.P.T. Employees Union has made lengthy submissions on the work of Mazdoors in various departments and has represented that the Committee was in error in retaining the scale of Rs. 30-1-35 for this category. According to the Union they have to do various semi-skilled duties referred to in detail at pages 50 to 52 of the written statement. The B.P.T. General Workers Union has also made similar submissions with regard to the alleged inadequate scale or grade fixed by the Committee for Mazdoors. The Port Trust has denied that there is any anomaly. The Mazdoors are selected by direct recruitment and required to do all types of unskilled work as in any other Government Department or establishment and help artisans. They are not required to possess any skill or learning for initial employment. The arguments advanced before the Tribunal were all advanced before the Committee and were taken into consideration by them in fixing the scale. The Port Trust goes on to say that there are about 2,750 Mazdoors employed and their duties can by no stretch of imagination be called semi-skilled. It is quite likely and natural that as a Mazdoor progresses, he becomes more useful to the workers of higher categories to whom he is attached and he picks up some simple jobs with a view to equipping himself better for future promotion. As regards certain Mazdoors in other ports with whom comparison has been made by the Union the Port Trust states that those particular categories have to do semi-skilled work. The duties, responsibilities, qualifications, method of recruitment and other details in respect of those posts are set out in Exhibit A annexed to the Port Trust written statement. The Port Trust goes on to say that in September 1962, the Union served a strike notice on the Employers in respect of 27 demands of the Loco Shed Staff mentioned therein: one of the demands related to the creation of posts of Nowganec in lieu of Mazdoors who were required to do the work of applying and operating jacks for lifting locos and for doing similar work when sent out in the Breakdown (pilot) Van. After protracted negotiations between the Mechanical Superintendent of the Employers and the representatives of the Union, an offer was recently made to the Union for the creation of 25 posts of Nowganec in the Loco Shed for attending to lifting jobs and other heavy manual work. The offer has not finally been accepted by the Union.

28. These however are not quite anomalies but this can be considered a matter connected with the dispute on which I have jurisdiction to give directions. I direct that with effect from 1st February 1964 (which is a convenient date near the date when the offer referred to above was made) the Port Trust should create 25 posts of Nowganee in the Loco Shed for attending the lifting jobs and other heavy manual work and 3 posts of greasers, and promote mazdoors concerned to these posts having regard to seniority and merit.

29. *Welders, Fitters and Carpenters.*—The B.P.T. Employees' Union has made the following submissions: The work of the various categories in the Engineering Department is of specialised nature and calls for varieties of skill and abilities of high standard. Therefore there are more highly skilled workmen and specialists as compared to other engineering units. This applies to all fitters, carpenters, welders and other categories. The nature of work in the Port Trust is of higher categories than in Railways for which the grades for highly skilled workers are Rs. 125—185 and 80—160. The highly skilled staff hold a pivotal position. Detention of a vessel or lying idle of machinery has serious repercussions, apart from monetary loss on the smooth and efficient functioning of the Port. The Committee failed to take into account the scales of pay in Mazagaon Docks Ltd., Alcock Ashdown and Co. Ltd., Scindia Workshops Ltd., Richardson & Cruikshank Ltd., etc. The Committee has given emoluments which are far less than in these concerns. The Union then quotes extracts from various Committee Reports on the work in docks.

30. The pre-committee scales, the scales awarded by the Committee and the scales demanded by the Union are as follows:—

Welder (Electrical)

Rs. 70—3—115 prior to 1947.

Rs. 70—3—85—4—93—EB—4—125—5—130 from 1st January 1947 (in the general revision of pay scales; categorised as "Skilled")—Pre-CCC scale.

(1) Rs. 60—5/2—75 }
(2) Rs. 75—3—105 } CCC scale (in the scheme of "skilled" scales).
(3) Rs. 100—5—130 }

Welder (Oxy Acetylene)

Rs. 70—3—115 prior to 1947.

Rs. 70—3—85—4—93—EB—4—125—5—130 from 1st January 1947 (in the general revision of pay scales; categorised as "Skilled")—pre-CCC scale.

(1) Rs. 60—5/2—75 }
(2) Rs. 75—3—105 } CCC scale (in the scheme of "skilled" scales).
(3) Rs. 100—5—130 }

Welder (Electri & Oxy Acetylene)

Rs. 100—4—140 prior to 1947.

Rs. 100—5—125—6—185 from 1st January 1947 (in the general revision of pay scales; categorised as "Highly Skilled") Pre-CCC scale.

Rs. 100—5—125—6—155—EB—6—185—CCC scale.

Fitter (including Instrument Fitter)

Rs. 45—2½—60—3—90 prior to 1947.

Rs. 55—3—85—4—93—EB—4—125—5—130 from 1st January 1947 (in the general revision of pay scales).

Rs. 60—3—81—EB—4—125—5—130 from 1st August 1956 (on the recommendations of the Officer on Special Duty, Shri Chaudhury)—pre-CCC scale.

(1) Rs. 60—5/2—75 }
(2) Rs. 75—3—105 } CCC scale (in the scheme of "skilled" scales).
(3) Rs. 100—5—130 }

- Carpenter

Rs. 45—2½—60—3—90 prior to 1947.

Rs. 55—3—85—4—93—EB—4—125—5—130 from 1st January 1947 (in the general revision of pay scales).

Rs. 60—3—81—EB—4—125—5—130 from 1st August 1956 (on the recommendations of the Officer on special duty, Shri Chaudhury)—pre-CCC scale.

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|-------------------|--------------------------------------------------|
| (1) Rs. 60—5/2—75 | } CCC scale (In the scheme of "Skilled" scales). |
| (2) Rs. 75—3—105 | |
| (3) Rs. 100—5—130 | |

The Union then goes on to make the following submissions: The job of welding is of high calibre in marine engineering as compared to other industries. They are required to remove various parts by gas cutting and to weld various metals. This work has to be done in awkward and uncomfortable positions, calling for added strain, skill and abilities. The work requires accuracy and precision, complete concentration and thorough knowledge of the properties of various metals. The risk to eyesight is exceptional. Eye glasses are provided, but this is at most a preventive device. Welder Oxy Acetylene and Electric—has to carry out finest and most delicate jobs. They have no prospects of promotion. There is no supervisor like chageman to supervise the work of welders. In the Calcutta port higher grade is given to welders. All carpenters doing work of pattern making and boat building should be given highly skilled grade of Rs. 100—185. 50 per cent of the remaining carpenters should be in the highly skilled grades of Rs. 80—160 and Rs. 100—185. Fitters in Motor Shop are motor mechanics like the Driver Mechanics or Diesel Mechanics in the Mobile Crane Section. The "phrase" Motor Shop refers to Diesel engines which are used for propulsion of diesel crafts. The Sood-Mehta Report described the work as of a higher calibre. The work of other workshop fitters is also intricate. No two jobs are similar. Motor Shop fitters should be given grades of Rs. 100—185 and 160—300 in proportion to 1:1. Workshop fitters should be given the grades of Rs. 80—160 and 100—185 in proportion of 1:1. Even in smaller ports like Kandla and Vizagapatam they are placed in higher type of work and pay Rs. 80—160, Rs. 100—185 and Rs. 160—300. Finally the Union states that Welders are ordinarily given higher grades than other skilled workers.

31. The Port Trust has replied as follows: The Port Trust repudiates the claims for higher scales of pay for the abovementioned categories than those prescribed by the Committee. There are no anomalies. There are about 12 posts of welder (electrical), 8 of welder (Oxy Acetylene) and 3 of welder (electrical and Oxy Acetylene) in the Engineering Department. There are about 394 fitters in the skilled grade of Rs. 60—130. Of these 40 work in the Motor Shop and 112 in the Machine and Fitting Shop (including loco shop), in respect of whom the Union has asked for higher scales. The Committee took all relevant facts in consideration. It was not required to take into consideration scales in Engineering concerns in the private sector, as is evident from the words "Government Departments" in the last line of the Resolution dated 23rd August 1958. The Port Trust refers to the views of the Chairman recorded in the proceedings which are as follows:

"The Chairman observed that whatever might be the mind of the Government, the Committee could not go beyond the terms of the Government Resolution. It would not be possible for the Committee to rely upon scales obtaining in the private sector. A certain basic wage obtaining in the private engineering concerns might have other components and the measures of comparison between those scales and the Government's basic scales would not therefore be appropriate in the context of the Resolution It has been clearly stated that the work of the Committee was limited to the examination of the duties and responsibilities of the various posts with a view to fit them into one or the other of the scales given in the Schedule to the Resolution. The Committee was not empowered to draw up any fresh wage structure for the Port and Dock Workers Government therefore did not consider it necessary for the Committee to go into the factors that the Central Pay Commission or the Government might have taken into consideration in drawing up pay scales for the port."—Pages 12 and 13 of the Summary of Proceedings dated November 23, 1960.

"The Union's contention was that the Port Engineering Department could at least be equated to the Mazgaon Dock, more so when it had lately become a Government Undertaking. The Chairman observed that when the Mazgaon Docks were taken over by the Central Government it had no option but to continue the old rates In any case, the Chairman continued, it seems that the Committee might not be

justified in going beyond the scales mentioned in the Government Schedule.”—page 6 of the Summary of Proceedings dated November 25, 1960.

“The Chairman pointed out that it would be difficult for the Committee to attempt a comparison between Port Trust employees and those employed by the Mazgaon Docks. As to the contention of Dr. Patel that the Mazgaon Dock Award should determine the scale the Chairman pointed out that by the authority of Parliament the principle had been accepted that in the case of Government Servants the scales should be commensurate with the capacity of the Government to make funds available. No particular distinction could be drawn in this regard from the fact that the Bombay Port Trust was an autonomous body; it was under the control and direction of the Transport Ministry. The Chairman further pointed out that in the case of Bombay Port too, the Government through its Resolution had decided that there should be some uniformity between Port and between the scales of Port employees and those of Government employees. The Labour Federations also had moved the Government that there should be uniformity in pay scales between Port and Port.” pages 10 and 11 of the Summary of Proceedings dated November 25, 1960.

The Port Trust goes on to say that the arguments urged by the Union and the extracts from reports of Committees, relied on by the Union, were all considered by the Committee. The workshops are basically maintenance and repairs workshops and no manufacturing processes or precision engineering works are carried out therein. Moreover all major engineering works, both under water and on land, are entrusted by the Port Trust to specialised engineering firms of repute by tenders. The Port Trust goes on to repudiate the claim that the welders, carpenters and fitters (except welder electric and Oxy-Acetylene) are highly skilled or “higher technical”. The Committee decided on certain posts as “highly skilled” in the grades of Rs. 80—160 and 100—185. The Committee also recommended that the Port Administrations should examine the requirements of highly skilled work and create highly skilled posts wherever warranted. This was done. The work was examined and it was proposed that the following posts be categorised as highly skilled: 6 fitters from among the various shops and outdoor flotilla, and 7 fitters (I.C.E.) in the Motor Shop and 7 carpenters (4 from among pattern makers and 1 each from the boat builders, furniture makers and mill operators) should be placed in the Highly skilled category. The Port Trust then refers to the grades in other Ports. As stated by the Committee in para. 6 of its Report, for the initial fixation of scales of pay of the skilled artisans in Calcutta Port, those in the existing lowest skilled scale of Rs. 40—60 were placed in the scale of Rs. 60—75 the grade of artisans in the scale of Rs. 75—3—105. The Committee took a specific decision that Grade A artisans of Calcutta should be regarded as highly skilled and placed in the grade of Rs. 80—160. The Port Trust goes on to say—

“After such initial fixation of the scales of pay for the Calcutta artisans, the scheme of “skilled” scales as envisaged in paras 27 and 30 at page 6 of the Committee’s Report has been made applicable to them. Thus, as shown in the said Exhibit B hereto, out of the 8 different categories of “Welder” in the Civil Engineering Department of the Calcutta Port 6 categories (comprising 14 posts) have been fixed in one or the other of the skilled scales in the scheme of “skilled scales.” The 4 posts of Electric Arc Welder (Serial No. 158) have been fixed by the Committee in the appropriate higher scale of Rs. 80—160 commensurate with their duties and responsibilities; moreover, their pre-CCC scale was much higher, viz. Rs. 80—110, compared to other welders. The solitary post of Electric Welder at Calcutta (Serial No. 169) has been fixed by the Committee in the highly skilled scale of Rs. 80—160 as the prescribed qualifications of the post, in addition to ‘knowledge of the trade’ which qualification is required of all skilled artisans, includes possession of a certificate; the pre-CCC scale of the post was also much higher, viz. Rs. 90—120, than other “skilled” welders. In the Mechanical Engineering Department of Calcutta Port there are 16 posts of Gas Welder (Serial No. 661) fixed by the Committee in the “skilled” scale of Rs. 75—3—105 in the scheme. The other posts of welder in that department fixed by the Committee in the two highly skilled scales of Rs. 80—160 and Rs. 100—185 were, prior to the Committee’s decision, already in the Grade ‘A’ scale of Rs. 75—105 and even higher scales, for all of which the Committee specifically decided to award the “highly skilled” grades; moreover,

on a perusal of the qualifications etc. of the latter posts, as shown in the said Exhibit 'B' hereto, it will be clear to this Honourable Tribunal that the same are higher than those required of the "skilled" welders at Bombay."

The Port Trust further states that at Madras, Cochin, Kandla and Vizagapatam Ports, the welders and all other artisans have been clubbed together and fixed in one or other of the three skilled scales. In Vizagapatam there is a Supervisor of welders in the scale of Rs. 80—160, and there are two other highly skilled categories of Mechanist and Pattern Maker. In Calcutta also, barring certain categories of welder in the two highly skilled scales, all other welders and the other artisans have been fixed in one or the other of the three "skilled" scales.

32. The Port Trust goes on to say:

"The Union has further alleged that a similar position prevails in dockyard firms like Mazgaon Dock, etc. *vide* concluding portion of para 11 of the Annexure to its statement hercin; the Employers submit that as pointed out by them in their general reply in Ref. IT-CG No. 1 of 1963 the Committee was not competent to take into consideration scales of pay, etc., obtaining in engineering firms in the private sector including Mazgaon Docks, and the points raised by the Union herein is, therefore, not relevant to the issue under consideration."

The Port Trust says that the Union's claim for upgrading as highly skilled all carpenters who do the work of pattern making and boat building is not tenable. The Committee recommended the advisability of examining the requirements of highly skilled work and of creating highly skilled posts wherever warranted. The Port Trust then says:

"In justification of its claim for giving a highly skilled grade to those carpenters who do pattern making and boat building work, the Union has pointed out in the said para 12, that a similar position exists in other ports; the Employers beg to point out that except in Vizagapatam Port, where there is only one post of "pattern-maker, Highly Skilled" in the scale of Rs. 80—160 (Serial No. 249 at page 161 of the CCC Report) as against 19 other posts of "Carpenter (General and Boat Repairing)" in the three standard "Skilled" scales (Serial No. 73 at page 153 of the C.C.C. Report), at no other Port are there any Pattern Makers and/or Boat Builders in "highly skilled" scales of pay. For instance, at Calcutta Port, besides the general category of Carpenter, there are two categories of Boat Builders (Grade II and Grade I) in the standard "skilled" scales, *vide* Serial Nos. 659 and 638 at pages 81 and 84 respectively of the CCC Report. At Madras Port also, besides the Carpenters, there is one post of "Pattern Maker and Carpenter, Grade II", and one of "Pattern Maker and Carpenter, Grade I" both in the standard "skilled" scales, *vide* Serial Nos. 146 and 148 at page 136 of the CCC Report. The Union's claim, therefore, for fixing the Carpenters of Bombay Port doing the work of pattern-making and boat building in the higher of two highly skilled scales, *viz.* Rs. 100—185, on the alleged ground of an "anomalous" decision of the Committee is, the Employers submit, wholly unjustified. It might be pointed out that the prescribed duties of the post of Carpenter of Bombay include that of "making patterns for casting of plant and machinery" *vide* Exhibit 'A' hereto. For the remaining posts of Carpenter, the Union has demanded that half of them should be fixed in the "highly skilled" grades of Rs. 80—150 and Rs. 100—185 in equal proportions; it has adduced no reasons therefor, but it is obvious that all that the Union wants on the plea of "anomaly" is that more than half the number of Carpenters (out of the total of 244) employed in the different sections of the Engineering Department of the Employers should be promoted to the two highly skilled grades."

Regarding the Union's demand for fixing all fitters of the Motor shop and workshop in highly skilled grades, the Port Trust says:

".....there are 394 fitters (Serial No. 222 at page 44 of the CCC Report) employed in the different sections of their Engineering Department all of whom have been fixed in the three standard "skilled" scales of Rs. 60—5/2—75, Rs. 75—3—105 and Rs. 100—5—130 by the Committee in the scheme of "skilled" scales. Of these, there are only 40 posts of fitter in the Motor Shop of the Workshops and 112 in the Machine and Fitting Shop (including Loco Shop) of the Workshops.

The Union has asked that all the Motor Shop Fitters should be fixed in the two higher scales of Rs. 100—185 and Rs. 160—300 in the equal proportion; while the scale of Rs. 100—185 is prescribed for the "highly skilled (Grade I)" nature of employment in the schedule to the Government Resolution dated the 23rd August 1958, that of Rs. 160—300 is permissible only for "higher ministerial" or "higher technical" or "supervisory" posts. The Employers submit that the Union's claim for such a wholesale promotion of all Motor Shop Fitters to highly skilled (Grade I) and higher technical scales is wholly unjustified and is untenable in the present reference the sole purpose of which is to rectify the "anomaly", if any, in the relative decision of the Committee. For all the 112 posts of fitters in the Workshops the Union has claimed the two "highly skilled" scales of Rs. 80—160 and Rs. 100—185 in equal proportion; this claim is also untenable for the reasons stated above."

33. Having given careful consideration to the contentions of both sides I am of opinion that there is no anomaly in the scales fixed. As the start for welders in the pre-Committee Scale was higher, the existing welders and those who join in future will get the higher start. As stated above I have found no anomaly but I have jurisdiction to dispose of a matter connected with the dispute. The point of view of the Union can be met by upgrading some of the posts as highly skilled, and in fact that was the recommendation of the Committee. I direct that the following posts be upgraded to the grade of Rs. 80—5—120—EB—8—160 from 1st July 1962 which is a convenient date near the date when the Port Trust offered to upgrade some of the posts to highly skilled:—six fitters from the filling shop and be placed on a scale of 60—130. In any case since they are promoted from the pattern-makers, 3 from boat builders, one from furniture makers and one from saw mill operators. I further direct that one post of welder (electrical) and one post of welder (Oxy-Acetylene) be upgraded to the grade of Rs. 80—160 from the above mentioned department from 1st July 1962.

34. *Muccadams*.—The B.P.T. General Workers' Union has made a claim in respect of the Muccadams, General work, Northern and Southern Divisions, while the B.P.T. Employees' Union has made a claim in respect of the Muccadam, Northern Division only. The B.P.T. General Workers' Union has in its statement of claim made, *inter alia*, the following submissions. The Muccadams in the Northern Division who supervise the work of mazdoors are required to possess knowledge of English. They are promoted from Navghanis. They should be equated with the technical supervisory staff mentioned by the Pay Commission and be placed on a scale of 60—130. In any case since they are promoted from Navghanis which is a semi-skilled category they should at least be categorised as semi-skilled supervisors and given the grade of Rs. 60—3—81. The B.P.T. Employees Union has in its statement of claim made the following submissions. The duties and responsibilities of Muccadams, particularly those of Sarvashri F. D. Mavawalla, M. D. Dadani, M. S. Mistry, and M. D. Abreu includes work of preparing daily slips, overtime slips, preparing accident reports and forms, maintenance of daily issue of material, checking materials received from the Controller of Stores, distribution of labour on various works in the absence of sub-overseer keeping accounts of material and labour used for repairing for outside parties, supervision of the contractors' work. It is pointed out that their work in addition to being supervisory is clerical. Therefore the grade is inadequate.

35. The Port Trust has replied as follows: There is no anomaly in the decision of the Committee fixing the scale of Rs. 40—2—60 for the post which is the highest of the three of unskilled supervisory scales mentioned in the schedule to the Government Resolution dated 23rd August 1958. All unskilled supervisory posts in all Port Trusts were rationalised by the Committee and fixed in the grade of Rs. 40—2—60. The highest scale of Rs. 40—2—60 at p. 75 being the scale which prevailed before the Report of the Committee would be retained both for the present and future incumbents in view of the decision of the Government of India in para. 7 of the Resolution dated 24th July 1958. The Second Pay Commission has not recommended for unskilled supervisory categories any scale going beyond the maximum of Rs. 60. The Muccadam in the Engineering Department is required to supervise the work of mazdoors. He is required to be literate to enable him to submit simple reports. The muccadams are promoted from among Navghanis. The scale of Rs. 60—130 asked for by the Union for Mazdoors is more than the scale for the lower clerical categories.

36. In the course of the hearing it was admitted on behalf of the Port Trust that some of the Muccadams in the Southern Division do a lower type of clerical

work or semi-clerical work. Eight muccadams were found to be doing a lower type of clerical work or semi-clerical work their names are Shriyuts M. A. Atmaram, Rambhau Sakham, Gajanan Kashinath, Balkrishna Balvant, Domnic D'Abreu, Vasant Damodar, K. G. Khadilkar and Krishna Raoji. It was stated that of these persons Domnic D'Abreu, Balkrishna Balvant, Krishna Raoji are doing part-time clerical work, while K. G. Khadilkar in the Mobile Crane Department has also been doing semi-clerical work for the whole day. Having considered the submissions of both sides, I direct that M. Atmaram, Rambhau Sakham, Gajanan Kashinath, Vasant Damodar and K. G. Khadilkar should be given a special pay of Rs. 12 for the period that they have been required to do clerical work and the other persons named above should be given Rs. 8. According to the B.P.T. Employees' Union another Muccadam Shri Kushaba Sakham has been doing clerical work. The Port Trust could not inquire into this person as he was on leave. I recommend that the Port Trust should inquire into the matter and if he is doing work similar to that of the persons mentioned above he should be also given the special allowance as above. I further direct that the Muccadam in the Stores section and in the Tools section of the Mobile Department who used to do work of issuing stores and some semi-clerical work, but which work is not now taken from them, should be given a special pay of Rs. 8 for the period during which they did this work.

37. *Scale Clerks:* The B.P.T. General Workers Union has stated as follows: The Committee examined the scales of pay of the indoor clerks on the A and B scale but did not examine the position of the clerks who were on the scale of Rs. 65—5—100—EB—180. This scale of pay was available to clerks who were on a single scale prior to the introduction of two separate scales of pay of Rs. 60—150 and Rs. 100—200. After the bifurcation of the single scale some of the clerks were allowed to retain the scale of Rs. 65—180 as their personal scale or pay. The Committee while deciding the scale of pay that should be fixed for A and B scale clerks did not take into consideration and did not indicate what should be the scale of pay for those clerks who were in the scale of Rs. 65—180. An anomaly has therefore arisen as the clerks concerned have suffered in their pay as well as in seniority. The B.P.T. Employees Union has also made submissions in its statement of claim with regard to the alleged anomaly about B scale clerks who were on the personal scale of Rs. 65—180. Their scale should be revised to Rs. 80—220.

38. The Port Trust has replied as follows: It is denied that there is an anomaly in the decision of the Committee fixing the scale of Rs. 60—150 for all indoor B scale clerks including a few who were formerly in the scale of Rs. 65—180 as personal to them. It was not necessary for the Committee to indicate what should be the scale of pay of those B scale clerks who were formerly in the scale of Rs. 65—180. Out of 756 posts of indoor B scale clerks only 65 were in the scale of Rs. 65—180 on the date from which the Committee's decision became effective i.e. 1st October 1957. Prior to 1st January 1947 there was a uniform scale of Rs. 65—180 applicable to all permanent employees and the junior indoor clerical staff. From 1st January 1947 the cadre of junior clerks was sub-divided into B scale on Rs. 60—150 and A scale on Rs. 100—200 as recommended by the First Pay Commission. Those among the permanent junior clerks who were designated in the new set up as B scale clerks were allowed to retain the old scale of Rs. 65—180 as personal to them after 1st January 1947. Also new entrants appointed after 1st January 1947 but before 9th November 1948 which was the date on which the Trustees resolved to bifurcate the two grades were given the benefit of the maximum of Rs. 180 as personal to them. The Committee was required to rationalise the various scales. It was not called upon to prescribe a proportionate increased scale for each scale regardless of the duties and responsibilities of the posts. The B scale clerks of the protected category in the scale of Rs. 65—180 had all along been carrying out duties as other B scale clerks and the Committee could not therefore have up-graded them or equated them with the higher category of A scale scales. There was no anomaly in the Committee's decision all B scale clerks of the Bombay Port into the standard division scale of Rs. 60—150 for all ports since the personal benefit of drawing the higher maximum pay drawn by any individual was left undisturbed.

39. It might be mentioned here that in paragraph 7(3) of the Government Resolution dated 28th July 1958 it was provided that the pay of each port employee concerned should be fixed in the scale prescribed by the Committee at such minimum stage in that scale as would give the incumbent an increase in pay which was not less than the last increment drawn by him in the scale applicable to him prior to the revision, subject to the proviso that no employee should get more than the maximum of the scale fixed by the Committee. This direction was carried out in respect of all the other clerks but it appears to have been overlooked in the case of B scale clerks who were on the personal scale and who did

not get any increment as per the abovementioned directions. I do not think there is a case for upgrading all B grade clerks who were on the old scale personal to them or for revising their grade. In my opinion the anomaly can be corrected by giving one increment to all the B scale clerks who were on the personal pay of Rs. 65—180. I direct that these clerks should be given an increment as above with effect from 1st October 1957. I do not find any anomaly in the case of other clerks for whom a higher grade has been demanded.

40. *Gestetner Operator*.—The B.P.T. General Workers Union has made the following submissions: Prior to implementation of the Committee's report peons in various departments were employed to operate gestetner machines on payment of a special pay of Rs. 5 per month. The Committee prescribed the scale of Rs. 40—1—50—2—60 for 4 peons of the Secretary's Department and two peons of the Engineering Department who were operating gestetner machines. The anomaly has arisen due to the fact that while formerly all peons operating such machines were paid Rs. 5 per month irrespective of the fact whether the work of duplicating or gestetner was a regular or continuous feature, the higher scale of Rs. 40—60 was prescribed for certain peons in the two departments referred to above. The Union submits that wherever a gestetner machine has to be operated the peons operating them should be placed on a scale of Rs. 40—60.

41. The Port Trust has replied as follows: It is denied that there is any anomaly in the decision of the Committee fixing the scale of Rs. 40—1—50—2—60 for 4 posts of peons in the Secretaries Department and 2 posts of Pressmen in the Engineering Department, while continuing the former practice of employing peons in other departments to operate gestetner on payment of a special pay of Rs. 5 per month, the duties and responsibilities of the categories concerned as also those of the Operator Gestetner of the Vizagapatam Port are given in Exhibit B annexed to the Port Trust's written statement. The Port Trust goes on to say that there are 5 peons, one each in the Accounts, Docks, Port Railway and Engineering Departments and one messenger in the Stores Department who, in addition to normal duties, carry out duplicating work on various makes of machines and for which they are given special additional pay of Rs. 5 per month which has been continued by the Committee as stated in para. 47 of its report. The duplicating work done by these five peons and one messenger is not continuous and there is not sufficient duplicating work in the departments concerned to justify the grant of a full time gestetner operator. On the other hand the 4 peons of the Secretary's Department are required to operate electrically operated machines, preserve stencils for repeated use and arrange and stitch the pages of the agenda and proceedings of the Board Meetings. The Committee recognised the anomaly in the case of the 4 peons of the Secretary's Department who were continuously doing duplicating work and who were not given the appropriate scale. The two incumbents of the posts of pressmen were also required to do the permanent duty of taking out forms schedules etc. on the gestetner machine. Their work being whole time the Committee rightly fixed them in the scale of Rs. 40—60.

42. I have considered the submissions of both sides and have come to the conclusion that it was not necessary for the Committee to prescribe a higher scale of Rs. 40—60 to all peons some of whom had to operate the gestetner machines, only for part time and on some days only. It does appear however that in the Stores Department, and Railway Manager's Office and in the Mechanical Superintendent's Office the work to be done by the peons concerned on the gestetner machine is not inconsiderable. I direct that the special allowance of Rs. 5 should be increased in their case to Rs. 7.

43. *Office Boys in Port Trust* (P.T. No. 3).—The B.P.T. Employees' Union has made the following submissions: The grade fixed is Rs. 30—1—35. The grade demanded is Rs. 40—1—50—2—60. The office boy unlike other boys (call, stores, chain and bellow) does semi-clerical and skilled work. They sort out and arrange workmen's entries, hand over tokens to the workmen, make entries in muster books, pay slips and P.F. memos, etc. and dictate entries to time-keepers, distribute despatch, sectionwise, etc. Their work is responsible. The attenders in Madras and Cochin and even Record Peons in Bombay are paid Rs. 40—1—50—2—60. The shunter (ballast) in Bombay who maintains only the record of ballast is given the grade of Rs. 60—3—81—4—85. At the hearing the Union showed some musters written by an office boy.

44. In regard to Office Boys, Hughes Dock the Union has stated that they do the work of putting files in proper order and supply them when necessary, issue and receive stores and attend to telephone. Their work is comparable to Record

Peons in Bombay, Record Suppliers in Calcutta and Attenders in Madras and Cochin who are in the grade of Rs. 40—1—50—2—60. The B.P.T. General Workers' Union has made a similar claim in regard to peons and Office Boys at the Hughes Dry Dock.

45. The Port Trust has replied as follows: There is a general category of Boy (office, call, stores, chain and Bellow) in the Engineering Department (Serial No. 111 in the Committee Report) comprising 85 posts. Of these only 2 Office Boys are employed in the senior Senior Shipwright Foreman's office at the Hughes Dry Dock. The pre-C.C.C. scale was the same *viz.* Rs. 30—1—35. It is denied that the work involves skill. The office of the Senior Shipwright Foreman is very small comprising one A scale clerk (8 a.m. to 4-30 p.m.) and one Time-keeper (4 p.m. to 11 p.m.). The solitary post of peon is utilized during the day shift; one Boy is employed in the tax shifts by rotation. The prescribed duties include all types of unskilled work and carrying messages. The record of the work is insignificant and is looked after by the clerk. Office boy helps the peon. Their work cannot be equated with that of the Record Clerk or Record Supplier of Calcutta. Moreover the Calcutta, Madras and Cochin posts were already in higher scales of pay. With regard to Office Boys of the workshops, the Port Trust has stated as follows: In the Workshop there are 23 Office Boys. Of them 15 are attached to different shops for carrying despatch and attending on officers and other superior staff. The remaining 8 are attached to the Time Keeper's office. Of them four assist the Time Keeper in arranging and issuing tickets to workers. Their duties include all types of unskilled work and conveying messages. No educational qualification is prescribed for the post, but preference is given to literate candidates. No skill or learning is required for initial employment. Some of the duties given by the Union are not correct. The work of arranging and issuing workmen's tickets is looked after by 4 office Boys by turns, out of 8 Office Boys. The Union by giving the details has tried to show that the work is semi-clerical. All that the four Boys do is to arrange the workmen's tickets, issue them and note down the ticket numbers of absent employees. This work was brought to the notice of the Committee. It is not correct that the Office Boys sort out and file papers. The sorting is done by Time Keepers. The Office Boys merely place the papers on file as directed. It is not correct that they are required to make entries in muster books or write out pay sheets, etc. It is likely that one or other of such Boys may volunteer to help a particular Time Keeper in the latter's legitimate duties in order to gain experience in such work with a view to improve his promotional prospects. The assistance given by Office Boys to the Time Keepers of Workshops in arranging and placing papers cannot be equated to the work of Record Peons. The work of receiving telephones is normally done by any Peon in the Office who is in the same scale. The work of distributing despatch is done by the Office Boy under the direction of the clerical staff and all that he does is to place the papers section-wise as directed and carry them to the various sections and sub-sections. Such duties are performed by all Peons in all offices. The Port Trust then describes the higher order of work of Record Peons and of Attenders in Madras and Cochin ports. The work of the Shunter (Ballast) is quite different.

46. Having given careful consideration to the averments of both sides I have come to the conclusion that the Committee has properly evaluated the work of the Office Boy and Peon in Hughes Dry Dock and there is no anomaly.

47. At the hearing the Port Trust offered special pay of Rs. 10 per annum to the Office Boys employed in the Office of the Head Time Keeper at the Mechanical Superintendent's workshops from 1st October 1957 till 3rd July 1964 on which date they were instructed to stop doing semi-clerical work. I direct that this offer be carried out. As regards the general category of Office Boys in the Workshops I have come to the conclusion that their work is not of the same order as that of Record Peons in Bombay or the other categories in other Ports referred to by the B.P.T. Employees' Union. Their work is similar to that of peons. The Committee after considering all the arguments put forward by the Unions has evaluated the work of the Office Boys and I am not satisfied that this is an anomaly. If I upset this evaluation it would carry anomalies and heart-burnings in regard to certain categories of peons. The demand in respect of the Office Boys (other than what is conceded above) is rejected. In regard to the Office Boys (Railways) I am also of opinion, having taken into consideration submissions of both sides, that there is no anomaly. The demand in respect of them is also rejected.

48. *Messengers.*—The B.P.T. Employees' Union has drawn attention to the following remarks in the Report of the Committee at para 40,

"As regards Messengers in Bombay who have been fixed by the Committee in the scale of Rs. 30—35 and Rs. 35—50, it has been urged that some

of them are doing higher class of work; and in this connection particular mention has been made of the Messengers employed in the sub-offices under the control of the Junior Assistant Engineer (Railway) and of the Assistant Manager, Bunders, at Bombay. The Committee would urge upon the Bombay Port Administration to investigate the matter, and if it is found that some Messengers are doing a higher class of work they could be fixed in an appropriate scale."

The Union says that the incumbent of these posts must know English. He has to make entries in various forms to keep records of work done by Mazdoors, gangmen, etc. to maintain records of overtime work, keep a record of telephone calls, fill accident forms, leave applications and do other clerical work. The grade demanded is the B scale clerical grade of Rs. 60-3-81-4-125-5-130. The B.P.T. General Workers' Union has also demanded higher grades for messengers Grade I and II.

49. The Port Trust has replied as follows: There is no anomaly in the Committee fixing the scales of Rs. 30-35 and 35-50 subject to the observation in para. 40 of the Report. In the office of the Junior Assistant (Railway) of the Engineering Department 4 Messengers (Grade I) are employed. 4 are employed in the Office of the Permanent Way Inspector at Wadala which is a sub-office under the Junior Assistant Engineer (Railway) and 6 Grade II Messengers in the office of the Junior Assistant Engineer (Railway) at Nawab Tank Over bridge. The post of Messenger Grade I was created by the Port Trust in 1954 in the scale of Rs. 35-1-45. The Committee revised the grade to 35-1-50, but suggested, in para. 40 of the Report, an investigation by the Port Trust administration into the class of work done by them. This investigation was made and the grade of Messengers Grade I revised to Rs. 40-2-60 from 1st January 1963. The Port Trust does not admit the duties as given by the Union. Attention has been invited to the detailed note dated 8th February 1963 by the General Manager of the Port Trust in the preamble to the Resolution No. 336 of 23rd April 1963 sanctioning the higher scale of Rs. 40-2-60 for the 4 posts of Grade I Messenger employed in the sub-office of the Permanent Way Inspector at Wadala.

50. At the hearing the Port Trust offered the revised scale of Rs. 55-2-65 (Assistant Poriwala's grade) for the Grade I Messenger in the Office of the Junior Assistant Engineer (Railway). I think this offer is quite reasonable and direct that it should be given effect to. The demands in respect of the rest of the Messengers is rejected as I do not consider that there is any anomaly.

51. *Bill receivers*.—The Union has stated as follows: The pre-CCC scale was 55-3-65-4-93. The CCC prescribed the scale of 60-3-81-EB-4-105. The pre-CCC scale for Head Bill Receiver was 85-5-120. The CCC recommended the scale of 60-105 for Bill Receiver and 60-130 for the Head Bill Receiver. The duties of these categories are essentially clerical. They have also to collect bills, appear as witnesses on behalf of the Trustees in Courts, carry money belonging to the Trust which is attended with risk. The duties are not inferior to those of Canteen clerks of the Labour Department in the Port. The Union therefore demands the scale of 60-130 and 100-185 for these categories, respectively.

52. The Port Trust has replied as follows: There are 10 posts of Bill Receiver, and 2 of the Head Bill Receiver. Prior to 1946 the scale was 40-5/2-70. It was upgraded to 50-3-80 from 1st May 1946. In the general revision of pay-scales from 1st January 1947 the employers fixed the Bill Receiver in the scale of 55-3-85-4-93. The CCC fixed the scale of 60-3-81-EB-4-105. The CCC revised the scale for Head Bill Receiver from 85-5-120 to 60-3-81-EB-4-125-5-130. The Port Trust denies that the duties of Bill Receivers are similar to those of Canteen clerks for which the minimum qualification is S.S.C. The Bill Receiver performs duties connected with recovery of bills and accounts for cash collected during the day to the Cashier; the prescribed qualification for the post is ability to read and write in English and normally, the post is filled in by promotion of suitable Class IV employees who are able to read and write English. The Head Bill Receiver is a promotional post and Bill Receivers are eligible to it on the basis of seniority-cum-suitability. Before the Committee the Union had stated that the duties of Bill Receivers were

"..... more or less in nature of clerical though he is not called upon to prepare any drafts or undertake any work of original nature."

The Port Trust denies that they have to appear as witnesses in Court. As regards risk in carrying money the risk is inherent in the work. Accident Insurance Policies have been taken out by the Port Trust in favour of each Bill Receiver.

The Head Bill Receiver is a promotional post for Bill Receiver. The Committee fixed scales for the two posts after careful consideration of the respective duties.

53. I visited the Port Trust Office and was shown the work of the Bill Receiver and Head Bill Receivers. One of the two Head Bill Receivers works by rotation full time in the office and one of the Bill Receivers works by rotation full time in the office. The Bill Receivers are mostly promoted from peons. Having carefully considered the submissions of both sides I am of opinion that there is no anomaly in the scales, and direct that a special pay of Rs. 10 per month should be given to the Head Bill Receiver and of Rs. 7 per month to the Bill Receivers during the period they have worked, or in future work, full time in the Head Office.

54. The demands in these references other than those which have been granted are rejected. As stated above, the demands regarding Loco Fireman and Loco Driver will be dealt with in the next part of this Award.

55. The Union has made an application withdrawing the dispute in regard to Time Keepers, Oil Pipe Line Wadala and Pir Pau (Item No. 29) as the dispute in regard to that category has been settled. In the circumstances no award is necessary on that demand.

56. The directions in this Award, except where the date is specifically stated, shall have effect from 1st October 1957 which was the date when the recommendations of the Committee came into effect.

Bombay;

The 7th December 1964.

Sd/. M. R. MEHER,
Industrial Tribunal.
[No. 28/54/63/LR.IV.]

New Delhi, the 23rd December 1964

S.O. 40.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the National Industrial Tribunal, New Delhi in the industrial dispute between the Indian Airlines Corporation and their workmen which was received by the Central Government on the 17th December 1964.

NATIONAL INDUSTRIAL TRIBUNAL

In the matter of a reference under sub-section (1A) of Section 10 of the Industrial Disputes Act (14 of 1947).

REFERENCE No. NIT-2 of 1964.

PARTIES:

Employers in relation to Messrs Indian Airlines Corporation, Gurdwara Rakabganj Road, New Delhi-1.

AND

Their workmen as represented by the Indian Commercial Pilots' Association, Calcutta.

PRESENT:

Shri G. D. Khosla, Presiding Officer.

APPEARANCES:

On behalf of Employers—Shri D. R. Kohli,

Secretary, Indian Airlines Corporation,
New Delhi.

On behalf of Workmen—Captain A. S. Brar,

President,
Indian Commercial Pilot's Association.

Captain T. Sen,
General Secretary,
Indian Commercial Pilot's Association.

INDUSTRY: Airlines.

PLACE: New Delhi.

AWARD

The Central Government, by the Ministry of Labour and Employment Order No. S.O. No. 3224 dated 1st September 1964, made in exercise of the powers conferred by sub-section (1A) of Section 10 of the Industrial Disputes Act 1947 (14

of 1947) referred to the National Tribunal an industrial dispute between the parties above named in respect of flight duty time and flight time limitations and rest periods.

2. In response to notices issued by the National Tribunal, the Indian Airlines Corporation filed their statement on 17th October 1964 and the Indian Commercial Pilot's Association filed their statement on 4th November 1964. The parties were thereafter directed to file their rejoinders.

3. Meanwhile on 30th November 1964, a joint application was filed by the parties to the dispute stating that they had settled the dispute referred to this Tribunal to their mutual satisfaction on the terms set out in that application, and, praying that an award in terms of the settlement be made. On the same day, the Secretary, Indian Airlines Corporation filed an application stating that the Corporation and the Indian Commercial Pilot's Association had filed separately a joint petition praying that an award be given on the basis of the settlement arrived at between the parties and that in view of the amicable settlement of the dispute and the atmosphere of goodwill which had been created thereby, they did not wish to join issue on any matters referred to in the statement of the Indian Commercial Pilots' Association.

4. The matter was fixed for hearing today. The parties have confirmed before me that they had entered into the said settlement to their mutual satisfaction. I have considered the terms of the settlement and am satisfied that they are fair and reasonable and in the interests of both the parties. I accordingly accept the same and make an award in terms thereof as prayed for by the parties. The settlement is attached herewith as Annexure A and will form part of this award. There will be no order as to costs.

5. This is the Award which I make and submit to the Government of India under Section 15 of the Act.

Sd/ G. D. KHOSLA,
Presiding Officer,
National Industrial Tribunal.

New Delhi,
Dated the 14th December 1964.

ANNEXURE A

BEFORE THE NATIONAL INDUSTRIAL TRIBUNAL, NEW DELHI

REFERENCE NO. NIT-2 OF 1964

In the matter of the Industrial Dispute between the Management of the Indian Airlines Corporation and their workmen as represented by the General Secretary, Indian Commercial Pilots' Association, Calcutta.

Joint Application Submitted by the Parties to the Dispute

The Management of the Indian Airlines Corporation (hereinafter referred to as the "Corporation") and the Workmen as represented by the General Secretary, Indian Commercial Pilots' Association, Calcutta (hereinafter referred to as the "Association") have discussed and settled the Dispute referred to this Tribunal to their mutual satisfaction on the terms set out hereunder:—

Terms of settlement

1. The following scheme of Flight and Flight Duty Time Limitations was agreed upon:—

Flight Duty Time		Flight Time		
Maximum Flight duty Period in 24 hours.	Daily hrs.	Weekly hrs.	Monthly hrs.	
Jet	9½	6½	26	65
Piston and turbine	11	8	32	80

NOTE 1.—No pilot shall be rostered for flight or flights involving an excess over the above-mentioned flight and duty time limitations, provided that where, in

order to enable a Pilot to return to the base, it becomes necessary to do so, the flight and duty time on the outward and return flights or in one tour of duty may be exceeded for such period not exceeding one hour as may be required at the option of the Pilot, which must be exercised before he is rostered for the outward flight.

NOTE 2. A Flight once undertaken must be completed. In the event of delays and diversions due to bad weather or any unforeseen circumstances, if, in order to complete a flight, a pilot has to exceed flight and duty time limitations prescribed above, the maximum number of duty and flight hours shall not exceed the limits by more than one hour from what is set out on the table above.

NOTE 3.—On the question of monthly limitations for Jet operations, the Association wanted a review in the light of representation which it might subsequently make. This was agreed.

NOTE 4. Flight Duty Time starts half-an-hour in the case of domestic flights and 45 minutes in the case of international flights, before the scheduled departure of the flight and ends half-an-hour in the case of domestic flights and 45 minutes in the case of international flights, after the actual arrival of the flight. If there is any delay in the departure of the flight and information to that effect is given to the Pilot before he leaves his residence for duty, the expected time of departure will be counted instead of scheduled departure.

NOTE 5.—These limitations will be standard for 2 pilot Operations and will not be affected by retention or reduction of any additional operating crew members.

2. *Rest periods.*—(a) A duty period or period of reserve time at the base station shall be preceded by a rest period on the ground of at least (i) 10 consecutive hours embracing the hours between 10 P.M. and 6 A.M. (local) or (ii) 11 consecutive hours.

(b) Whenever variations occur in the flight and duty time mentioned in paragraph 1 above, the rest period on the ground prescribed in (a) above shall be increased one hour for each 30 minutes or parts thereof by which the duty period exceeds the limits specified in paragraph 1 above.

(c) A pilot may fly and the Corporation may permit him to fly in more than one duty period in any 24 consecutive hours, provided he has a rest period between the first and second duty periods as prescribed in (a) and (b).

(d) When a pilot has flown in conformity with (c) above and where the aggregate flight time or duty period exceeds the limits specified in the table in paragraph 1, his rest period on the ground shall include at least 12 hours embracing the hours between 10 P.M. and 6 A.M. (local time) or 24 consecutive hours.

(e) A pilot shall be relieved of all duties at his base for a continuous period of 24 hours embracing the hours between 10 P.M. and 6 A.M. in any period of 7 days.

(f) A continuous rest of 48 hours shall be provided after operation of a flight which starts after 2100 hours and ends after 0000 hrs. No pilot should be rostered for duty in connection with a flight which commences any time after 2100 hours (local time) and before 0600 hours (local time), if in his preceding duty period the flight terminated after 2200 hours (local time).

3. The Association will assist in the securing of a substitute in the event of any pilot reporting sick and no standby being available to take his place.

4. Because the implementation of the scheme involves procedural and other matters which will take time, it is agreed that it should be brought into force as soon as practicable but in any case by the 1st April, 1965.

It is, therefore, prayed the Tribunal be pleased to make an award in terms of the settlement mentioned above.

Dated, this 30th November, 1964.

For the Association
Sd/- TARUN SEN
General Secretary.

For the Corporation

Sd/- J. S. PARAKH,
General Manager.

[No. 17/3/64/LRIV.]

ORDERS

New Delhi, the 24th Dec. 1964

S.O. 41.—Whereas the industrial dispute specified in the Schedule annexed hereto is pending before the Industrial Tribunal, Dhanbad, constituted by the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 103 dated the 11th January, 1960;

And whereas the Central Government is of opinion that for the proper and speedy disposal of the proceeding specified in the Schedule hereto annexed, the same should be withdrawn and transferred to another Tribunal to be constituted for the purpose;

Now, therefore, in exercise of the powers conferred by section 7A and sub-section (1) of section 33B of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal with Shri Shib Chandra Prasad as the Presiding Officer, with headquarters at Patna, withdraws the said proceedings from the Industrial Tribunal, Dhanbad, and transfers the same to the Industrial Tribunal constituted with Shri Shib Chandra Prasad as the Presiding Officer thereof and directs that the Tribunal to which the proceeding is so transferred, shall proceed with the same from the stage at which it is transferred and dispose it of according to law.

SCHEDULE

Sl. No.	Parties to the dispute	No. of reference	Date of reference
1.	Bank of Bihar Limited and their workmen	S.O. 1664	7-5-64

[No. 51(26)/64-LRIV.]

New Delhi, the 26th December 1964

S.O. 42.—Whereas in the opinion of the Central Government a doubt has arisen as to the interpretation of the provision of the settlement dated the 31st July, 1963, arrived at between the Calcutta Licensed Measurers, Calcutta and the Calcutta Licensed Measurers Local Assistants Association, Calcutta, relating to the question specified in the Schedule hereto annexed;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 36A of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said question for decision to the Industrial Tribunal at Calcutta, constituted under section 7A of the said Act.

SCHEDULE

In what manner should the following issues be settled in terms of memorandum of settlement dated the 31st July 1963 signed between Calcutta Licensed Measurers and Calcutta Licensed Measurers Local Assistants Association at the instance of the Conciliation Officer (Central), Verification, Calcutta?

- (i) Where maximum of the basic salary is not reached in 24 years after annual increments, whether any *ad hoc* payment will have to be made so that maximum is reached in 24 years as agreed to?
- (ii) What was the purpose for grant of early and late fees and if so, cases of what duration will be covered by such fees?
- (iii) What allowance and amount shall be payable to an officer who is required to work without a break for lunch or dinner due to the steamer working on?

[No. 28/97/64-LR.IV.]

S.O. 43.—Whereas, the Central Government is of opinion that an industrial dispute exists between the employers in relation to Calcutta Licensed Measurers, Calcutta and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Calcutta constituted under section 7A of the said Act.

SCHEDULE

(a) Whether workmen shall be allowed the facility of pre-fixing Sunday or Holiday to leave?

(b) What should be the rules in respect of borrowings from the Compassionate Fund?

(c) Whether the management is justified in imposing the condition that the employees should obtain prior permission of the Superintendent or the Supervising Staff on duty for moving outside the Dock area during lunch and dinner breaks.

(d) Whether salary paid shall include allowances or not when the second shift volunteer works upto 7-30 P.M. and attends duty on the next day?

[No. 28/97/64/LR. IV.]

O. P. TALWAR, Under Secy.

New Delhi, the 17th December, 1964

S.O. 44.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Hyderabad, in the industrial dispute between the employers in relation to the Singareni Collieries Company Ltd., Kothagudem, and their workmen which was received by the Central Government on the 10th December, 1964.

BEFORE THE HON'BLE INDUSTRIAL TRIBUNAL, ANDHRA PRADESH, HYDERABAD.

PRESENT:

Dr. Mir Siadat Ali Khan, M.A., LL.B., Fazel (Osm); B.C.L. (Oxon); D. Phil. (Oxon); Bar-at-Law (Lincoln's Inn) (London); Chairman, Industrial Tribunal, Andhra Pradesh, Hyderabad.

INDUSTRIAL DISPUTE No. 21/1964.

BETWEEN:

Workmen of the Singareni Collieries Co. Ltd., Kothagudem.

AND

The Employers of the Singareni Collieries Co. Ltd., Kothagudem.

APPEARANCES:

Sri Kumaraiah, General Secretary, the Singareni Collieries Workers' Union—for Workmen.

Sri T. Govardhana Rao, Jr. Personnel Manager, Singareni Collieries Co. Ltd.—for the Employers.

AWARD

The industrial dispute between the employers of the Singareni Collieries Company Ltd., Kothagudem, and their workmen was referred for adjudication by the Ministry of Labour and Employment, Government of India's letter No. 7/4/64-LR II dated 20th May 1964 with the following issues framed in the Schedule to the order of reference, viz.,

"1. Whether Shri Abdul Azeem, Chargehand, Yallandu Collieries, Singareni Collieries Company Limited, is entitled to the grade of Rs. 115—10—185 in view of the nature of the duties performed by him?

2. If so, from what date?"

2. The industrial dispute was registered here as No. 21/1964. Parties have filed some documents and produced a few witnesses each. I have heard their arguments and proceed to pass the Award below.

3. The brief facts of the case are that Sri Abdul Azeem joined the Singareni Collieries Company Ltd., in 1930, worked in several capacities and was made a Senior Electrician or a Junior Charge-hand in the grade of Rs. 48—100 per month. It may be noted that both the above designations are used and carry the same grade.

At that time he was working at the Kothagudem Collieries and, as he was working in the workshop on the surface, he was given that grade of Rs. 48—100, whereas, had he worked in the mines, he would have been given the grade of a Junior Charge-hand in the mines of Rs. 70—158. In 1951 he was transferred to Ellandu and was put in-charge of Inclines 21, 23 and 24. There was a workshop also at Ellandu though it was a much smaller workshop than that of Kothagundme. Sri Azeem worked in the workshop and also in the Inclines i.e. the mines and for that he was given an allowance of 12½ per cent of his salary. There was an Engineer also at Ellandu, but, there was no Senior Charge-hand and it is the contention of Sri Azeem that he performed the duties of an Electrician and a senior Charge-hand in respect of all the three Inclines just mentioned. This obtained till 1958 when one Sri Kotilingam was appointed as a Senior Charge-hand in the grade of Rs. 115—185 and posted at Ellandu. The record shows that even so Sri Kotilingam was In-charge of only Incline No. 21 and the remaining Inclines 23 and 24 were attended to by Sri Azeem only. Sri Azeem has deposed that even in Incline No. 21 whenever there was a break-down he alone used to attend to the same. In 1961 Sri Azeem was made a Charge-hand and was given the grade of Rs. 70—158. This grade corresponds to the grade of Junior Charge-hand, Mines. However, he was not made a Junior Charge-hand, Mines, but, was made a Charge-hand of the Engineering Department with the same grade.

3(1) On the above facts, it is the contention of the workmen representative that, when Sri Azeem was made a Charge-hand after working for years as a senior Electrician or a Junior Charge-hand and when he was made to do the under-ground work in the mines, he should have been given the grade of senior Charge-hand, Mines, viz., the grade of Rs. 115—185. Especially so, as there were no other senior charge-hands in Inclines 22 and 24 and admittedly he was doing more work in the mines than on the surface. M.W. 1 the Assistant Engineer has deposed that from August 1962 Sri Azeem is working constantly under the mines.

3(2) As against this, the contention of the representative of the employer is that, Sri Azeem, even though he was promoted and made a charge-hand in the grade of Rs. 70—158, he remained a senior Electrician or a Junior Charge-hand. No doubt he worked underground also, but for that he was given 12½ per cent allowance. It is emphasised that as he was a monthly-rated workman, even though he might have worked underground for a day or two in a month, yet, he was paid the 12½ per cent allowance for the full month. It is also emphasised that Sri Azeem is an illiterate person and that he did not possess the certificate of competence referred to in Rule 45 of the Indian Electricity Rules, 1956, or in Job description W. 9 of the Coal Award. Similarly, it is also emphatically contended that even from 1951 there was an Engineer at Ellandu. The duties of the Engineer are mentioned in Regulation 50 and Sri Azeem only carried out his work as a senior Electrician under the Engineer. It was only after working for full 10 years in the grade of Rs. 70—158 that Sri Kotilingam was made a senior Charge-hand in the grade of Rs. 115—185. As against this, Sri Azeem was given the grade of Rs. 70—158 only in 1961 and, therefore, he has no claim to the grade of Rs. 115—185. It is also urged that the employer is competent to require any workman to do duty at any place. They can also transfer. Hence, as Sri Azeem's status is that of an electrician or, a Charge-hand, he can very well be asked to work underground as Junior Charge-hand, Mines, in the grade of Rs. 70—158. In short, for want of qualifications, due to the fact that his duties are those of an Electrician and he works under an Engineer and was only recently promoted to the grade of Rs. 158 he has no right to the grade of Rs. 115—185 and his belated petition for the same made for the first time on 12th February, 1964 should be rejected.

3(3) I considered the contentions of the employer carefully and I am afraid I do not agree. My reasons are that the appointment of an Engineer by Regulation 33 of the Coal Mines Regulations 1957 does not prohibit the appointment of a senior Electrician. Under Regulation 36 competent persons can be appointed with duties of supervision. These duties are enumerated in Rule 131 of the Indian Electricity Rules 1956. They are the duties of supervision. The duties and responsibilities of Engineers are laid down in Regulation 50 of the Coal Mines Regulations. A comparison of the two will show that the duties of supervision earmarked for competent persons are more detailed and different and, therefore, it will not be quite correct to say that in the presence, of engineers there is no room for the duties of supervision enjoined by Rule 131 of the Indian Electricity Rules 1956. Again the contentions of the representative of the employer that Sri Azeem is an illiterate person and, therefore, cannot read the diagrams mentioned in job description W-9 of the Coal Award, or, certificate of competency mentioned in Rule 45 of the Electricity Rules sound hollow. The reason for this is that the only thing required under Rule 131 is that he should be a competent person and under Rule 45 the competency certificate is required for installations. The duties of a competent person prescribed under rule 131 are mainly of supervision. The

Singareni Collieries Limited had made Sri Azeem a Senior Electrician in 1948 and, therefore, the contention now that he is an illiterate person and does not possess the competency certificate, or cannot read diagrams, goes against their very act in appointing him as Senior Electrician. If there was any substance in these contentions the Collieries should not have appointed him as senior Electrician. Really they can appoint any competent person and he was considered competent and, therefore, his appointment was correct.

3(4): Moreover, as already stated, from Kothagudem he was sent to Ellandu in 1951 and by Ex. W-1 dated 9th May 1952, under the signature of the Manager at that time, Sri Azeem was told as follows:

"You are hereby appointed as an Electrician for supervising all the machinery operations in the 21 pit incline underground as well as Stuart pit pumping coal mine, and you shall discharge the following duties according to the requirements of the Indian Coal Mines and of the Regulations, Rules and Bye-laws made thereunder. A copy of the regulations, rules and bye-laws, which affect you, is made over to you for understanding, carrying out and enforcing the provision therein contained, so far as they relate to the performance of duties assigned to you.

The following duties are assigned to you:—

Indian Electricity Rule No. 115 and all other routine work regarding the proper maintenance of all electrical machines."

The above will show that he was given the underground work in incline 21. Ex. W-2 dated 4th February 1960 will show that he was authorised under Indian Coal Mines Regulation 33, (3/a) to look after the duties of Engineer, Ellandu, Collieries, from the 4th February 1960 till such time another engineer is arranged or the engineer resumed duty as required under regulation 50. Again, by Ex. W-3 on 7th September 1960, the manager again authorised Sri Azeem to look after the duties of the engineer on 7th September 1960 with relation to inclines 23 and 24. And by Ex. W-11 on 1st January, 1963 Sri Azeem was authorised and allotted the following duties:

"You must submit the log book everyday in the after-noon after entering the following reports:

- (1) Electrical works connected with electricity;
- (2) Work done by the mazdoors taken for 23 and 24 inclines.
- (3) Condition of pump motors, fuse boards and other equipment;
- (4) The slips for the materials such as bills, cakes etc., must be left along the report so that they can be ready the next morning. This should strictly be followed from 1st January, 1963."

3(5): I have quoted Ex. W-1 to W-4 *in extenso* to show that Sri Azeem's work was appreciated and he was appointed even to look after the engineer's duties. When he is performing all these duties and working mainly underground at least from 1st August, 1962 as is also admitted by the Engineer M.W. 2 in his deposition before me, it is obvious that he should be given the underground grade of senior Electrical Charge-hand of the mines viz., Rs. 115—185. The contention of the representative of the employer that the duties of a junior Charge-hand, Mines, and a senior Charge-hand, Mines, are just the same and Sri Azeem's grade of Rs. 70—158 corresponds to the grade of Junior Charge-hand, Mines, and, therefore, the employer is well within its rights to exact from him the underground work which may be the work of a senior Charge-hand, but, is also the work of a junior Charge-hand, as there is no difference between the two works. In my opinion, even though there is no difference in the duties of these two charge-hands, still, a man with the competency and experience of Sri Azeem, if he is made to do the duties of a senior Charge-hand, he should be given the grade of the charge-hand, mines, for the reason that with his experience and competence he was doing it better. There appears to be no reason to deny him the grade. Regarding the contention that there has been no appointment after regulation 50 by which engineers were appointed, it may be correct, still, I have also adverted above that the duties of an engineer and the supervision duties of an electrician do not overlap. There is some difference and Rule 131 specifically provides for supervision duties of a competent person. Thus the mere appointment of an engineer does not abrogate Rule 131 and these duties, which are numerous, are being performed by Sri Azeem and are being performed with competence. On the employer's own admission, they are the duties of a Charge-hand. When he has performed all these duties with competence and has been in service from 1930 the promotion is due to him. He has deposed that his record of service is without a blemish and that everybody is pleased with his work. There was no cross-examination on this point and,

therefore, I will take it as admitted. For the above reasons, I am of the opinion that Sri Azeem is entitled to the grade of Rs. 115—10—185 in view of the nature of the duties performed by him and my answer to Issue No. 2 viz., if so from what date, will be that he is so entitled from 1st August, 1962, for M.W. 1, the Asstt. Engineer has deposed that from that date Sri Azeem was working underground.

Award accordingly, given under my hand and the seal of the Court, this the 7th Day of December 1964.

M. S. ALI KHAN,
Industrial Tribunal.

Witnesses examined for:

Employers:

Workmen:

W.W. 1: Sri Abdul Azeem.
W.W. 2: Sri A. S. Singaravelu.
W.W. 3: Sri Syed Afzal.

M.W. 1: Sri T. Lakshminarayana Reddy, Asstt. Engineer.
M.W. 2: Sri V. Kotilingam.

List of documents marked for workmen

W.W. 1: Appointment Letter of competent persons issued to Sri Abdul Azeem.

W.W. 2: Letter dated 4th February, 1960 from the Manager, Yellandu Collieries issued to Sri Abdul Azeem.

W.W. 3: Letter dated 7th September, 1960 from the Manager, Yellandu Collieries issued to Sri Abdul Azeem.

W.W. 4: 23 and 24 inclines Charge-hand's report book:

List of documents marked for Employers:

M.W. 1: Circular No. P. 2/335/3706, dated 6th September, 1960 by the General Manager, Kothagudium Collieries.

M.W. 2: Wage Schedule of the Singareni Collieries Co., Ltd.

M.W. 3: Extract from the Coal Mines Regulations, 1957.

M.W. 4: Office order dated 27/29th December, 1961, signed by the General Manager along with one enclosure, another office order dated 4th September, 1961.

M. S. ALI KHAN,
Industrial Tribunal.
[No. 7/4/64-LR-II.]

New Delhi, the 23rd December 1964

S.O. 45—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Dhanbad, in the matter of an application under section 33A of the said Act, from Shri Dinanath Bharati, ex-peon of Dhemo Main Colliery, Post Office Sitarampur, District Burdwan, which was received by the Central Government on the 18th December, 1964.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL AT DHANBAD

Complaint No. 30 of 1963
(Arising out of Ref. No. 12/63).

(u/s 33A)

PARTIES:

Shri Dinanath Bharati, workman employed Dhemo Main Colliery—Complainant.

Management in relation to the Dhemo Main Colliery—Opposite Party.

PRESENT:

Shri Raj Kishore Prasad, M.A., B.L.,—Presiding Officer.

Dated Dhanbad, the 14th December, 1964.

APPEARANCES:

Shri Keshava Banerjee of the union—for the Complainant.

Shri S. S. Mukherjee, Advocate—for the Opposite Party.

STATE: West Bengal

INDUSTRY: Coal.

AWARD

1. A complaint was made under Section 33A of the Industrial Disputes Act, 1947 on 23rd November 1963 in Reference No. 12 of 1963 by Shri Dinanath Bharati, Ex-Peon of Dhemo Main Colliery, complaining against his dismissal by the management opposite party.

2. When the complaint was taken up for hearing Shri S. S. Mukherjee, Advocate, appeared for the management, opposite party and, Shri Keshab Banerjee appeared for the complainant. Shri Mukherjee took a preliminary objection to the maintainability of the complaint on the ground that the complainant was not a "workman concerned" with the meaning of Section 33(2) of the Act in Reference No. 12 of 1963 and, therefore, the present complaint was not maintainable.

3. Shri Banerjee realising this difficulty, put in an application for withdrawing the complaint so that he may move the Ministry to get a regular reference made regarding the dismissal of the employee concerned which in the circumstances appeared to be the most appropriate step.

4. In the circumstances, the complainant is permitted to withdraw his complaint and, accordingly, the complaint stands withdrawn.

5. The petition of withdrawal on the basis of which this award is made is marked Annexure 'A' and made a part of this Award.

6. This is the Award which I make and submit to the Central Government.

Sd/- RAJ KISHORE PRASAD,
Presiding Officer.

ANNEXURE 'A'

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL AT DHANBAD.

Complaint U/S 33A of the Industrial Disputes Act, 1947.

Complaint No. 30/63 arising out of Ref. No. 12/63.

Shri Dinanath Bharati,
Ex-Peon of Dhemo Main Colliery,
C/o Shri Ramkalap Singh,
Dhemo Main Colliery,
P.O. Sitarampur *Complainant.*

M/s. Dhemo Main Collieries Ltd.,
Owner of Dhemo Main Colliery,
P.O. Sitarampur *Opposite Party.*

In the matter mentioned above, the complainant begs to state:

1. That the opposite party has raised an objection regarding the maintainability of the application.

That the complainant therefore not want to proceed with the case here and want to pursue the matter afresh for a fresh reference from the Government.

The petitioner prays that your honour however, in view of the above, will kindly withdraw this complaint.

Sd/- DINANATH BHARATI.

Dhanbad, dated the 14.12.1964.

[No. 6/21/62-LR-II.]

S.O. 46.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Hyderabad, in the Industrial dispute between the employers in relation to the Palamani Mica Mine, Chaganam, Nellore District and their workmen which was received by the Central Government on the 10th December, 1964.

**BEFORE THE HON'BLE INDUSTRIAL TRIBUNAL, ANDHRA PRADESH,
HYDERABAD**

PRESENT:

Dr. Mir Siadat Ali Khan, M.A., LL.B., Fazel (Oam); B.C.L., (Oxon); D. Phil., (Oxon); Bar at-law; (Lincoln's Inn) (London); Chairman, Industrial Tribunal, Andhra Pradesh, Hyderabad.

INDUSTRIAL DISPUTE No. 25 OF 1964

BETWEEN:

Workmen of the Palamanli Mica Mine, Chaganam, Nellore District.

AND

The Employers of the Palamanli Mica Mine, Chaganam, Nellore District.

APPEARANCES:

Shri A. A. Padmanabham, Vice President, Andhra Pradesh Mazdoor Sangh, Gudur, Nellore District.

Sri Mallikharjunarao—*for the Employers.*

AWARD

The industrial dispute between the workmen and the employers of the Palamanli Mica Mine was referred for adjudication by the Government of India, Ministry of Labour & Employment letter No. 20/5/64-LR.II dated 26th June 1964 with the following Schedule, viz.,

“Whether the refusal to employ Shrimati Baddavolu Kanakamma, Dasari Nagamma, Arkonam Lakshamma, Saudepudi Ponchamma, Padda Lakshamma and Yellampati Ramanamma by the management of Palamanli Mica Mine was proper; if not, to what relief are they entitled?”

2. The industrial dispute was registered here as I.D. No. 25/64. The parties relied on the documents they filed and did not adduce any witness. I have heard the arguments of the representatives of the parties. I proceed to pass the award below.

3. In the counter an objection is taken that the union does not represent the majority of workmen of the employer and that there is a separate union which now represents the majority of workmen. Sri Mallikharjunarao, the representative of the employer, emphasised in argument that a separate union has been formed only recently. Some register has been filed by the representative of the workmen. In the register of minute of proceedings, it was decided in a meeting held on 3rd March 1964 that steps should be taken against the action of the employer now under consideration. The office bearers of the union were authorised for the purpose. The other register shows that subscriptions were paid by the members. In my opinion this is espousal enough. Regarding the contention that recently a union has been formed, I may state that what is relevant is the espousal at the time of the reference or some time before it. According to the contention of Sri Mallikharjunarao the alleged separate union has been formed recently. It will not affect the espousal of the cause in the present dispute, as admittedly the separate union has been formed after the espousal. The reference is dated 26th June 1964 and the authorization of the office bearers of the union took place in March 1964. Moreover, the settlement of 8th January 1964 was also with this union. For all the above reasons I am of the opinion that the employer's contention that the espousal is not proved and that, therefore, there is no industrial dispute, is not correct. I hold that I have jurisdiction to adjudicate this reference.

4. The stand of the workmen as stated in the claims statement and emphasised in the argument of Sri A. A. Padmanabham, the representative of the workmen is that, the six women workers, specified in the Schedule to the order of reference (hereinafter referred to as the six workers) were in the service of the employer for a long time; that the employer did not issue service cards to all the workers, or, issued them with incorrect particulars and that, therefore, a dispute was raised, conciliation meetings were held, wherein the employer agreed that the women workers had been in his service for a long time and agreed also to pay them retrenchment compensation which was calculated as per the provisions of Sec. 25(F) of the Industrial Disputes Act XIV/1947 and “it was paid to them as gratis”. Thereupon the settlement of 8th January 1964 was reached. But, it may be noted that the six workers were seniors and they were retrenched in violation of section

25-G of the Industrial Disputes Act (hereinafter referred to as the Act). And now that the employer has engaged five new workmen, he should have, under the provision of Section 25-H of the Act, offered employment to the six workers retrenched. He has not done so and, therefore, has contravened the said section. On these allegations Sri A. A. Padmanabham has prayed that the six workers should be reinstated with back wages from the date of appointment of the new workers and cost should also be awarded.

4(1): As against this, the stand of the employer in the counter as well as in the argument of Sri Mallikharjuna Rao, the representative of the employer, is as follows: A dispute was raised on the allegation that the employer has not issued service cards with correct particulars. That dispute was resolved in a settlement arrived in a conciliation, on 8th January 1964. There, the contention of the employer was that the six workers were temporary and had long ago left the service of the employer on their own. Hence, the employer never admitted that he had retrenched them and a perusal of the settlement will show that it was not on retrenchment of the said workers. Moreover, the union agreed in explicit terms that they will not raise any dispute in respect of these workers. The allegation, therefore, that they were seniors and their retrenchment was in contravention of section 25-G of the Act, or, that the employment now of five new workmen by the employer is in contravention of section 25-H, are entire untenable. Hence, the employer's prayer is that the demands should be rejected.

5. I have perused the entire record and I feel that the settlement of 8th January 1964 has a decisive bearing on the matters at issue. I will, therefore, quote the important provisions of the same below:

5(1): In the settlement of 8th January 1964 under the heading 'short recital of the case' it is stated that on behalf of 53 workmen, the General Secretary of Mica Mazdoor Sangh, Sri Bharajia, raised an industrial dispute stating

"that the management has either not issued service cards to a number of workers or has issued service cards with incorrect entries."

He demanded to check all the relevant records to ensure that all the 53 workers are issued with correct service cards. The management denied this allegation and stated that they have issued service cards to all the workers with correct particulars. They stated also that the persons whose serial numbers were 43, 44, 45, 46, 47, 48 and 49 in the list of workers referred to in the dispute were not in their service. The dispute was taken up in conciliation proceedings and after prolonged discussions the parties have finally agreed on the following terms:

- "1. An Annexure containing the names of 46 workers is enclosed and the date from which they are in continuous service is shown against the names of the concerned workers. The correctness of these particulars is accepted both by the union and the management.
2. The management has agreed to pay gratis Rs. 80, 55, 55, 55 and Rs. 55 to Smt. P. Kanakamma, Dasari Nagamma, Arkonam Laxamma, Sandebuti Penchilamma and Padala Laxamma respectively on or before 11th January 1964. These are the workers referred in the serial numbers 45, 44, 49, 47 and 48 respectively of the list of the workers referred to in the dispute.
3. The union has agreed not to press anything else in this matter."

5(2): A close scrutiny of the above settlement will show that even though the dispute was raised on behalf of 53 workers the employer's stand even during the conciliation proceedings was that all of them were not in his service; that prolonged discussions took place and in the end, after checking the records, the union agreed that only 46 workmen were in their service. This will be evident from a perusal of the annexure to the settlement. The annexure contain the names of 46 workmen only and does not contain the names of the six workers. It is, therefore, clear that when the union agreed that 46 workmen only were in the service of the employer, it cannot now raise a dispute about 53—46 i.e., 7 workmen till the agreement is in force. It is common ground that the agreement is still in force and has not been terminated. The record shows that one of the seven workmen did not put up appearance in any of the conciliation meetings or contacted the union. Sri Padamanabham agreed that that is so. Hence, it is that in the schedule to the order of reference the six workers alone are mentioned. Again, the annexure to the agreement also gives the date of the service under the heading 'date of commencement of service now finally agreed'. It should

be noted that there is no mention of the six workers in this entry. Term (1) of the settlement specifically states that the correctness of the particulars of the service as in the annexure is accepted by the union and the management and paragraph 3 is equally specific regarding the obligation on the part of the union not to press for anything else in this matter. Paragraph 2 of the agreement has specified five out of the six workers and has also specified the amount paid gratis. It does not state that the amount was paid as retrenchment compensation. The use of the word 'gratis' would rather indicate that, as is contended by Sri Mallikharjunarao, the amounts were paid on the suggestion of the Conciliation Officer to purchase peace. Payments to five out of the six workers is mentioned in the settlement and after the execution of the settlement Rs. 30/- was also paid at the Conciliation Officer's suggestion to the 6th worker, Number 43, Yellampati Ramanamma.

5(3): No authority is required for the proposition that when a settlement is in force the matters settled by it cannot be agitated again. As already stated, it is admitted by Sri A. A. Padmanabham that the settlement of 8th January 1964 is still in force and, therefore, he cannot, under the explicit term (3) of the settlement, "press for any matter in respect of the six workers". He has contended that (1) the settlement was on correct issue of service cards and that (2) in the settlement the employer has admitted that the six workers were in the service for a long time and (3) that retrenchment compensation was also calculated. I have quoted the agreement above *in extenso*. All the above-mentioned three allegations, which were also made in the claims statement and emphasised in the argument of Sri Padmanabham, are not found in it. The allegations are, therefore, incorrect. When, under the settlement, the employer had taken the stand that the six workers were temporary workers and had a long time ago left service on their own and when the union agreed to this by agreeing to the annexure which gave the correct service particulars of the 46 workers, and did not make a mention of the six workers, it will be quite against the record to contend that the six workers were seniors and were retrenched in contravention of the rule of 'last come first go' embodied in section 25-G of the Act. Similarly, when the settlement does not speak of retrenchment there is no room for the application of section 25-H. That section begins with the phrase that 'when any workmen are retrenched'. As there was no retrenchment under the settlement, Section 25-H cannot apply. Sri Padmanabham contended that the *ex gratia* payment was different; in one case it was Rs. 80/- and in four other cases it was Rs. 55/- and in yet another case it was Rs. 30/- and that was due to different lengths of service of the six workers. There is no evidence to prove that the amount was fixed under Section 25-F. The entire file of the Conciliation Officer does not show that any retrenchment compensation was calculated. The settlement itself does not speak of retrenchment. I am, therefore, satisfied that the case is governed by the settlement. The union and the workmen are bound by the settlement and they cannot press the case of the six workers by contending that the settlement was only on correct service particulars and that it does not stand in the way of giving employment to the retrenched workmen according to Sec. 25-H on the employer now engaging five new workmen. That Section is not attracted as the workmen were not retrenched. The contention of the employer that they were temporary workmen and had left the service of the employer long time ago was admitted by the union in subscribing to the annexure to the settlement in which the particulars of the service of the workers in harness were embodied and the six workers were omitted as they were not in employment.

6. For all the above reasons, I hold that the refusal of the employer to employ the six workers mentioned in the Schedule to the Order of Reference was proper. And as the refusal was not improper, the question of awarding any relief to the six workers does not arise.

Award accordingly, given under my hand and the seal of the Court, this the 2nd Day of December, 1964.

M. S. ALI KHAN,
Industrial Tribunal.

List of witnesses examined on either side: Nil.

List of Documents marked for Workmen:

- Ex. W-1. Letter addressed from the Bharateeya Mica Mazdoor Sangh, Gudur, to the Conciliation Officer, Gudur, dated 16th November 1964.
- Ex. W-2. Letter addressed from the Bharateeya Mica Mazdoor Sangh, Gudur, to the Conciliation Officer, Gudur, dated 22nd November 1964.

- Ex. W-3. Memorandum of settlement arrived at between the Bharateeya Mica Mazdoor Sangh, Gudur, and the Management of Sri Palamani Mica Mine, Chagnam.
- Ex. W-4. Service Card of Baddevolu Kanakamma.
- Ex. W-5. Service Card of Paddala Lakshamma.
- Ex. W-6. Service Card of Sandepudi Penchalamma.
- Ex. W-7. Service Card of Yellampati Ramanamma.
- Ex. W-8. Minutes of conciliation proceedings held by the Labour Inspector (Central) and Conciliation Officer (Central), Gudur on 12th April 1964.
- Ex. W-9. Letter dated 10th March 1964 addressed from the Bharateeya Mica Mazdoor Sangh, Gudur, to the Conciliation Officer (C), Gudur.

List of documents marked for Employers:

- Ex. M-1. Notice with annexure served on the management by the Union dated 16th November 1963.
- Ex. M-2. Memo. of settlement arrived at between the union and the management dated 8th January 1964.
- Ex. M-3. Receipt for Rs. 80/- towards gratis passed by B. Kanakamma on 20th January 1964.
- Ex. M-4. Receipt for Rs. 55/- towards gratis passed by D. Nagamma dated 20th January 1964.
- Ex. M-5. Receipt for Rs. 55/- towards gratis passed by Arkonam Lakshamma dated 11th January 1964.
- Ex. M-6. Receipt for Rs. 55/- towards gratis passed by G. Penchalamma dated 20th January 1964.
- Ex. M-7. Receipt for Rs. 55/- towards gratis passed by Paddala Lakshamma dated 20th January 1964.
- Ex. M-8. Receipt for Rs. 25/- passed by Yellampati Ramanamma as gratis dated 20th January 1964.
- Ex. M-9. Letter No. 10/64-12 dated 13th March 1964 from the Ministry of Labour & Employment, office of the Labour Inspector (Central) Gudur addressed to the Manager, Palamani Mica Mine, Chagnam Post.

M. S. ALI KHAN,
Industrial Tribunal.

[No. 20/5/64-LR-I.]

S.O. 47.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of Shri G. S. Pillai, Arbitrator in the industrial dispute between the employers in relation to the (i) Travancore Minerals Limited, Quilon, (ii) F. X. Pereira Minerals, Chavara and (iii) Messrs. Hopkin and Williams (Travancore) Limited which was received by the Central Government on the 4th December 1964.

THE AWARD OF

G. S. Pillai

Personnel Manager, F.A.C.T. Ltd., Eloor in the matter of Industrial Dispute between the Labour

Represented by

1. Travancore Mineral Workers' Union, Chavara.
2. Port Workmen's Union, Chavara,
3. Minerals Watchmen and Tallies Union, Chavara,
4. Minerals Mechanical and Electrical Workers' Union, Chavara,
5. Mineral Companies Staff Association, Chavara,
6. Kerala Minerals Thozhilali Union, Chavara,
7. Hopkin & Williams Workmen's Association, Chavara,
8. The Kerala Minerals Employees' Association, Chavara, P.O. Neendakara,

9. The Travancore-Cochin Mineral Workers' Congress, Chavara, and
10. The Mines & Minerals Staff Congress, Kollthottam, Chavara;

and

The Management of

1. Messrs. Hopkin & Williams (Trav) Ltd., Chavara (represented by Mr. M. Ramachandran, Advocate),
2. The Travancore Minerals Limited, Quilon, and
3. F. X. Pereira Minerals, Chavara, represented by Messrs. Menon & Pai, Ernakulam).

1. The parties to the above dispute agreed as per the Conciliation Agreement dated 19th February 1960 to refer the dispute for my arbitration under Section 10A of the Industrial Dispute Act 1947. On the basis of this Agreement the Conciliation Officer (Central) requested the Fertilisers And Chemicals Travancore Limited, Alwaye to allow me to function as Arbitrator. The Company agreed subject to the conditions that

- (i) my work as an Arbitrator should not affect my normal work as Personnel Manager of the Company;
- (ii) any travelling expenses that may be incurred on account of my work as Arbitrator should be paid by the Government; and
- (iii) if any remuneration be paid to me for my work as an Arbitrator, it should be done only with the Company's consent.

2. Accordingly vide order No. 25/12/59-LRII dated 2nd July 1960 the Central Government published an Arbitration Agreement in the Gazette of India. The case was first posted for hearing on 23rd September 1960 in the office of Travancore Minerals Limited, Quilon. After preliminary hearing the Unions were asked to submit explanatory statements in respect of the demands and the Managements their counter-statements, within 3 weeks from 23rd September 1960. The parties took an inordinately long time in furnishing these statements. Meanwhile a writ petition was pending before the Hon'ble High Court from 7 workers of F. X. Pereira Minerals, Chavara regarding their retirement age. The Government of Kerala having agreed to refer this dispute also for my arbitration the Hon'ble High Court dismissed the petition with the direction that the Government should take steps to have this issue also referred for arbitration. On the basis of an Agreement between the parties this issue too was accordingly referred for my arbitration.

3. During the early postings of the case there was consensus of opinion among the parties to have the issues settled by mutual consent with the help of the Arbitrator. Much time was spent in evolving formulae acceptable to all the parties to the dispute for effecting a settlement based on mutual consent. At long last such efforts were given up and it was decided to proceed with the formal arbitration proceedings. Accordingly regular proceedings were started.

4. Six witnesses were examined from the Management side and 15 from the workers side. Exhibits 47 from the Employers side and Exhibits 41 from the Workers side were filed. Since the parties involved in the dispute were too numerous, many postings had to be adjourned to suit the convenience of one or other or all of the parties. Adjournments also had to be made at the request of the learned advocates who represented the Managements on account of indispensable work elsewhere. On top of these, there was a gradual decline of the industry closely following the reference, which ultimately culminated in a serious crisis within a few months of the reference. M/s. Hopkin & Williams Ltd., a prominent concern in the industry was closed down for good shortly after the reference on 1st October 1960. Within a year the Travancore Minerals Limited also followed suit. The only surviving unit in the industry was F.X.P. Minerals, which is at present engaged only in the processing of a bye-product. As the industry was facing a grave crisis the parties made an appeal to the Arbitrator that the arbitration proceedings may be temporarily suspended until the crisis was tided over. All these factors contributed to protract the arbitration proceedings.

5. Before dealing with the issues as such I may briefly trace the history of the Mineral Industry in the State.

6. This Industry is established in Kerala for well over three decades now. Schomberg discovered Monazite at Travancore beach sands at Manavalakurichi in 1908. There was demands for Monazite for the extraction of oxide of Thorium;

but this did not last for long. In the meantime interest developed for Ilmenite which is the most important mineral produced and separated from the beach deposits. The value of the Ilmenite lies in the Titanium contained in it and the same is extracted from Ilmenite as the dioxide of Titanium known popularly as Titania. This oxide finds extensive use in the manufacture of white and light coloured paints, paper, rubber, linoleum, ceramics, cosmetics, plastics, etc. It is also made use of in making light news-print and air-mail stationery. Its importance in the manufacture of a variety of articles of every day use makes this a very valuable economic mineral. This mineral is also said to be used in the thermo-electric smelting of heavy metals like steel, because it combines the good quality of the light aluminium and the heavy steel. It is also a corrosive resistant. Hence it has a good future for use in such fields as Bridge building, Aircraft industry, Machine tools, Chemical plants, etc.

7. In the early twenties it was discovered that the Chavara sands are rich in minerals like Monazite, Ilmenite, etc. Closely following this discovery four companies got established in this industry by about 1930. Two of the Companies were British firms and two were local ones. But the Industry received a set back soon after the Second World War. The then existing Travancore Government therefore took over two of the companies, the Travancore Minerals Company, a British firm and the Associated Minerals Company, a local firm. These Companies were constituted into a Corporation, known as the Travancore Minerals (Private) Ltd., the Central Government owning 51 percent of the shares and the Kerala Government 49. The Travancore Minerals Company was renamed as Travancore Minerals Private Ltd. No. 1 and the Associated Minerals Company as T. M. Ltd. No. 2 under the Corporation. The third Unit of the Corporation functioning in Manavalakurichi was designated as T. M. Ltd. No. 3.

8. When Manavalakurichi went over to the Madras State as a result of the reorganisation of States on linguistic basis, 5 percent of the shares owned by the Kerala Government were transferred to the Madras Government to retain the Manavalakurichi Unit in the Corporation. Thus, at this stage, three firms were carrying on this industry, the Travancore Minerals Private Limited comprising of T. M. Ltd. No. 1, 2 and 3, which is a public sector undertaking, Messrs. Hopkin & Williams Limited, a British firm and Messrs. F. X. Pereira & Sons Limited. Soon after M/s F. X. Pereira & Sons Limited were also taken over under Revenue recovery proceedings by Kerala Government for non-payment of Royalty dues.

9. In the late fifties, the Mineral Industry was having a boom. The Industry was exporting Ilmenite to the tune of about 3 lakhs tons. The Companies were functioning on the basis of mining agreements entered into with the Kerala Government based on the fundamental principle that the ownership of the minerals was vested wholly in the State. The Companies were to receive reasonable remuneration for their labour and their status was defined as those of agents of the Government remuneration on a cost-cum-profit basis. The basic cost fixed by Government was deducted from the total sales receipts and 75 per cent of the balance was paid to Government as Royalty. This arrangement ensured to the State a substantial share of income from the industry. This share included the profits earned by Government in running the Government owned factories and the Royalties the Government was receiving from the Companies. But there was no parity as among the three Companies in the matter of the basic cost allowed by Government. While Travancore Minerals were allowed their actual expenses as basic cost, in the case of the other two Companies Government only allowed the rates fixed by them as basic cost irrespective of the actual expenses incurred by them. This led to a demand from Messrs. Hopkin & Williams Ltd. for parity in the basic cost on the ground that their actual basic cost was higher than that fixed arbitrarily by Government.

10. At about this time, the major American buyers, the National Lead Company wanted the Kerala Government to enter into a long term agreement with them for the supply of specific quantities of Ilmenite at specified price during the contract period. On the assumption that it was a sellers market the Kerala Government was not for entering into such an agreement. Besides, the Government had already concluded an Agreement with Messrs. Glyddens of U.S.A. to supply 30,000 tons of Ilmenite every year for a period of 5 years. In 1959 Messrs. Glyddens backed out of this agreement on the plea that as the Quilon grade Ilmenite contained about 0.12 per cent chromium impurity it was found not upto the mark for titanium production. Thus, the American buyers all of a sudden lost all interest in our Ilmenite. Simultaneously they set up their own Plant for extracting Ilmenite from rocks in Norway. This was a severe set back to the industry as we lost our market abroad and there was no more any demand for our Ilmenite. At this critical period the differences between Messrs. Hopkin & Williams and the Kerala Government on the issue of parity in Royalty reached a head culminating in Messrs. Hopkin & Williams

closing down their business for good with effect from 1st October, 1960. The closure of this British Company snapped the last link in the mineral trade relations between the Industrialists here and United Kingdom and U.S.A. buyers. From then on all export of minerals from Chavara to United Kingdom and U.S.A. had to be stopped. The result was the closure of all the Minerals establishments in Chavara except F.X.P. Minerals. Even in F.X.P. Minerals Ilmenite production was stopped. They are now engaged only in partial processing work which is confined to the bye-product Rutile. Rutile is now being processed from the accumulated tailings of the past and is supplied to the Travancore Titanium Company at Trivandrum. T.M. Ltd. No. 3 at Manavalakurichi is now processing Monazite mainly. The Ilmenite produced there which is of an inferior quality has a market in Japan, where it is utilized for manufacturing inferior varieties of Titanium dioxide.

11. What is given above is a brief account of the present state of this industry. Unless prompt measures are taken either to improve the quality of our Ilmenite or for promoting the exploitation of our mineral wealth for the processing of other marketable products like Rutile, Zircon, Selimant and Monazite, the future of this industry is indeed going to be very dark. This requires research of an intensive character. It is learnt that schemes are afoot for achieving this. Until such schemes are implemented there seems to be very little prospect of reviving business in the 3 units, Travancore Minerals Ltd. Units No. 1 and 2 and Messrs. Hopkin & Williams Limited.

12. The main issues referred for arbitration relate to wages, D.A., Bonus and various amenities for labour. Three of the Units which were carrying on the bulk of the business in the industry are now closed down and the remaining single Unit is only partially engaged in processing a bye-product. This being the present state of the industry I do not think it can bear any further economic burden by way of enhancement of wages, improvement of amenities, etc. It is claimed from the workers side that F.X.P. Minerals, which is the only surviving unit, is doing good business and making profits. But they are now processing only Rutile and that too from the vast stocks of tailings accumulated in the past. Such stocks are bound to be exhausted in the near future and then their only recourse will be to extract Rutile either from newly mined raw sands with 58 per cent Ilmenite content or from sea washings. When the Company switches on to the latter mode of processing, no doubt the cost of processing will go up diminishing profits to an appreciable extent.

13. Hence the issues at dispute have to be considered from two different stand-points, one based on the present condition and the other on its revival and normal functioning at a future date.

14. Considered from the first stand-point, it is important that no decision on these issues should affect the profitable working of F.X.P. Minerals, the sole surviving Unit of the industry. It is relevant here to refer to the compromise petition filed by the parties in respect of these issues in so far as they relate to the Travancore Minerals Limited No. 1 and 2. The compromise petition was filed following and as a result of the closure of these concerns. The settlement contemplated as per this petition shows a remarkably realistic approach on the part of the contending parties towards the problems of this industry on account of the grave crisis the industry is facing. For the same reason I have to pursue a similar approach in disposing of these issues, especially those involving further economic commitment.

15. Considered from the second stand-point, the issues call for an altogether different approach for a settlement. It presupposes the revival of the industry and its normal functioning. Fundamental issues like revision of wages and standardisation of work loads and designations, Bonus, improvement of amenities, etc. become relevant only at that stage. I am, therefore, of the view that no decision effecting fundamental changes in respect of these issues is called for prior to the revival of this industry. Hence I recommend that these may be kept open for consideration within a year of the normal functioning of this industry. I also recommend that at that time the Kerala Government should take necessary steps within the time specified to implement this recommendation. With these preliminary remarks, I now proceed to consider the various issues referred for arbitration.

16. Based on the demands from the Unions, their explanatory statements and the counter-statements from the Managements I have framed the following issues for determination. In determining these issues I am largely guided by the settlement contemplated in the compromise petition filed by the parties in respect of Travancore Minerals Limited as I accept the terms and conditions thereof as just and equitable in view of the present state of this industry.

A. Factory Workers

- Issue No. 1—Revision and standardisation of wage rates, increments and incentives.
Issue No. 2—Revision and standardisation of designations and work-loads.
Issue No. 3—Allowances.
Issue No. 4—Bonus.
Issue No. 5—Gratuity.
Issue No. 6—Provident Fund.
Issue No. 7—Retirement age.
Issue No. 8—Leave facilities.
Issue No. 9—Confirmation of employees.
Issue No. 10—Promotions.
Issue No. 11—Medical facilities.
Issue No. 12—Housing facilities.
Issue No. 13—Recreation facilities.
Issue No. 14—Welfare facilities.
Issue No. 15—Miscellaneous facilities.
Issue No. 16—Individual cases.
Issue No. 17—Retrospective Operation.

B. Mining & Port Workers

- Issue No. 1—Wages.
Issue No. 2—Dearness Allowance.
Issue No. 3—Bonus.
Issue No. 4—Gratuity.
Issue No. 5—Provident Fund.
Issue No. 6—Leave facilities.
Issue No. 7—Lay off.
Issue No. 8—Appointment in vacancies.
Issue No. 9—Abolition of contract work.

The above issues are dealt with seriatim below:

Issues A—Factory Workers

Issue No. 1—*Revision and standardisation of wage rates, increments and incentives:*

17. The demand from the workers is for revision and standardisation of wage rates, increments and the incentives obtaining in the different Units of this industry. No question of standardisation arises now as there is only one Unit functioning in the industry. It is in evidence that when all the three Units were functioning different wage rates prevailed with different increment rates and incentive arrangements. This has no relevance now. Hence standardisation can become an issue only after the revival of the industry when further Units start functioning. I decide the issue accordingly.

18. With regard to the revision of wage rates, increments, etc. I have already indicated that the present state of this industry does not warrant any such fundamental alteration now. Besides, no convincing evidence has been let in from the workmen side for any substantial up-ward revision of the wage rates, increments and incentives. Hence I have to be guided by the compromise petition filed by the parties in respect of Travancore Minerals Limited and the Memorandum of Settlement date 1st May 1964 arrived at between the Managements of Travancore Minerals Limited Plant No. 3, Manavalakurichi and their workmen which is filed as an Exhibit before me, for deciding this issue. For deciding it, I am also taking into account the fact that the workmen will have to forgo part of their leave amenities as a result of my decision on leave amenities which is subsequently dealt with.

19. The relevant Clause in the compromise petition reads as follows:

Basic salary.—With effect from 1st January 1963 the basic salary will be revised as follows:

- (i) Those employees who as on 31st December 1962 get less than Rs. 100/- towards basic wage and Dearness Allowance per month will be given an increment of Rs. 5/- with effect from that date.

- (ii) For those whose basic salary plus Dearness Allowance as on the date mentioned above is Rs. 100/- or more per month the increment will be Rs. 7.50nP.
- (iii) The above mentioned increments are in addition to the usual increments which fall due during the year. The salary scales will be extended to be above extent of Rs. 5/- and Rs. 7.50nP as the case may be.

20. Based on this, I therefore decide the issue in respect of M/s. F.X.P Minerals as follows:

Basic Salary :

With effect from 1st December 1964 the basic salary will be revised as follows:

- (i) Those employees who as on 30th November 1964 get less than Rs. 100/- towards basic wage and Dearness Allowance per month will be given an increment of Rs. 5/-.
- (ii) For those whose basic salary plus Dearness Allowance as on the date mentioned above is Rs. 100/- or more per month the increment will be Rs. 7.50nP.
- (iii) The above mentioned increments are in addition to the usual increments which fall due during the year. The salary scales will be extended to the above extent of Rs. 5/- and Rs. 7.50 nP. as the case may be.

21. With regard to T. M. Limited the issue is covered by the compromise petition filed by the parties.

22. As this is a prospective arrangement it will not have any application in the case of Messrs. H. & W. Ltd. whose business has been wound up with effect from 1st October 1960. The retrospective claim of the workers on this company in respect of this issue is separately decided under Retrospective Operation.

Issue No. 2—Revision and standardisation of designations and work-loads:

23. The demand is for revision and standardisation of designations and work-loads. As only one unit is functioning now the issue has no relevance. Besides, no evidence has been let in to substantiate the claim for standardisation of work-loads in the existing Unit.

Issue No. 3—Allowances:

24. The demand is for enhancement of Dearness Allowance, stimulant allowance, night allowance, house allowance, mechanisation allowance, heat allowance, etc. As agreed to from the workers side attendance bonus, mechanisation allowance and sanitary supervision allowance will cease to be paid from the date of this Award. The security allowance now in force will, however, continue as a personal allowance for the present incumbents.

25. With regard to Dearness Allowance it is in evidence that D.A. is now being paid as per the 'Bijili Award' of 26th April 1949 with a flat increase in the rate added on later based on further demands from the workmen. The 'Bijili Award' is dated 26th April 1949 and years have passed since its enforcement. It was argued from the workmen side that a proper basis for payment of D.A. is to link it with cost of living index and in the instant case it may be linked with the Quilon Index. Quilon being the town nearest to Chavara whose cost of living index is being published by Government. It was also argued from the workmen side that the cost of living has gone up very high during the past few years and that an enhancement of D.A. based on living index was, therefore, absolutely justified.

26. Although there is force in the argument from the workmen side, I consider that the present position of this industry does not warrant infliction of any heavy economic burdens on the industry. Considering all aspects of the matter I am, however, inclined to the view that to meet the ends of justice some enhancement in the Dearness Allowance is called for. Most of the industries in the State are now paying Dearness Allowance based on cost of living index and it is an accepted scientific mode of payment of dearness allowance. I, therefore, decide that with effect from 1st December 1964 Dearness Allowance should be paid at the monthly rate of 12½ per cent per point over 100 point of the cost of living index of Quilon.

27. D.A. should be computed and worked out as per procedure indicated below:—

- (i) The actual Dearness Allowance will be worked out in the nearest multiple of 5 of the index (e.g., if the cost of living index is 462, it will be worked out on 460; if it fails to 448, it will be worked out on 450) and rounded off to the nearest Rupee; 50 P. and above will be treated as one Rupee and any amount less than 50 P. being ignored.
- (ii) Fluctuation in the working class cost of living index below 10 points in any month will not be taken into account for purposes of revising the current rate of Dearness Allowance.

28. As the demand was pending consideration all the while from the date of reference and as this decision is only prospective in character it is fair that some retrospective benefit is conferred upon the workmen. But in view of the present position of the industry I feel this claim will be fairly met if a direction is given for a lump sum payment in full settlement of all past claims. My decision in this respect is given separately under Retrospective Operation.

29. As the decision on D.A. is prospective in character it is not applicable to the concerns which are already closed down. The case of Travancore Minerals Limited is fully covered by the compromise petition filed by the parties. With regard to Messrs. Hopkins & Williams Limited, however, my decision on retrospective benefit is applicable. The decision in this respect is also given separately under Retrospective Operation.

Issue No. 4—Bonus:

30. No case has been made from the workmen side by letting in any evidence for an enhancement of bonus. I do not therefore find any reason to interfere with the existing Bonus formula. Hence I decide that the Bonus so far paid as per the existing formula is in full settlement of the claims of the workmen and that Bonus should continue to be paid on the basis of the existing formula hereafter also.

Issue No. 5—Gratuity :

31. As regards the demand for Gratuity I, consider the Gratuity Scheme laid down in the compromise petition as just and fair. Hence I decide that the following Gratuity Scheme based on the scheme given in the compromise petition should be introduced in F.X.P. Minerals also with effect from the date of this Award.

32. Gratuity scheme.—This shall apply to all permanent employees of F.X.P. Minerals with effect from the date of this Award.

- (i) **Definition.**—In this scheme, unless repugnant to the context, “employees” means those whose names are on the registers of the company and will exclude employees of any contractors.

“Salary” or “Wages” means the basic pay or basic wage and does not include any allowance and denotes the average of the monthly basic pay or wage of the employee reckoned from date of termination to the previous twelve months. In the case of the daily-rated employees, the monthly basic wage is thirty times the last daily wage rate paid to him.

- (ii) Gratuity shall be payable to the employees on termination of services in the Company according to the scale mentioned in the Schedule below.
- (iii) A minimum service of five years is required to mark an employee eligible for gratuity under this scheme.
- (iv) No gratuity shall be payable if the employee is dismissed or removed from service for official irregularities or misconduct.
- (v) The date of commencement of service for purposes of calculation of qualifying service for computing the quantum of gratuity shall be the date from which the plant was run by the erstwhile Government of Travancore-Cochin.
- (vi) Completed years of service do not denote calendar year, but number of years counted backward from the date of termination of service.
- (vii) Continuous service under the previous managements will also be taken into account for the purpose of calculation of gratuity.

SCHEDULE

Scale of gratuity Payments:

1. On the death of an employee while in service of the concerns or on his physical or mental disability to continue further in service.

One month's salary or wages for each completed year of service subject to a maximum of 20 months' salary or wages to be paid to his assignees or heirs or nominees or to the disabled employee as could be proved from the available records in respect of the service under the previous company management would alone count for calculating gratuity.

2. On voluntary retirement or resignation of an employee:

(a) After fifteen years of continuous service

Gratuity at the same rate as above.

(b) After 10 years of continuous service

3/4 of a month's salary or wage for each completed year of service.

(c) After 5 years of continuous service

1/2 month's salary or wages for each completed year of service.

3. On termination of his services by the Company:

(a) On completion of 10 years of continuous service and over.

One month's salary or wages for each completed year of service, but not more than 20 months salary or wages.

(b) On completion of 9 years of continuous service.

7 months' salary or wages.

(c) On completion of 8 years of continuous service.

6 months' salary or wages.

(d) On completion of 7 years of continuous service.

5 months' salary or wages.

(e) On completion of 6 years of continuous service.

4 months' salary or wages.

(f) On completion of 5 years of continuous service.

3 months' salary or wages.

(viii) The maximum gratuity payable under this shall not exceed Rs. 4,000/-.

33. It is in evidence that there are some employees who have passed the age of 58 who are still continuing in the service of F.X.P. Minerals. Since I have decided the retirement age as 58 as per this Award, such employees will be losers if in calculating the length of service for the purpose of Gratuity the retirement age of 58 years is treated as the upper age limit instead of their actual age. For the benefit of such employees it is therefore decided that in calculating the length of service for the purpose of gratuity their actual age, instead of the retirement age of 58 fixed in this Award, should be reckoned.

Issue No. 6—Provident Fund:

34. The demand is for an enhancement of the rate of Provident fund. In Travancore Minerals the rate of Provident fund contribution is 8-1/3% of the basic salary and D.A. F.X.P. Minerals are, however, contributing at a lower rate. I do not find any justification to continue this low rate. I therefore decide that the rate of Provident Fund contribution from the date of this Award should be 8-1/3% of the basic salary and Dearness Allowance in F.X.P. Minerals also.

Issue No. 7—Retirement Age:

35. It was argued from the workers side that the retirement age should be 60 in the case of workers and 58 in the case of staff. I do not find any justification in retaining any such distinction in retirement age. In most of the industries the retirement age of staff as well as workers is fixed as 58 years. In the compromise petition also the same age is fixed. Hence I decide that the retirement age should be 58 years. This decision disposes of the additional reference made on the question of Retirement age of staff and workers of F.X.P. Minerals, also.

Issue No. 8—Leave Facilities:

36. On the basis of the compromise petition filed in respect of Travancore Minerals and on the basis of the preparedness expressed from the workers side during the proceedings before me, I decide that the following shall be the leave facilities for workmen in F.X.P. Minerals with effect from the date of this Award:

16 days annual leave inclusive of all leave under the Mines Act. This will accumulate up to a maximum of 40 days.

12 days casual leave.

10 days festival holidays.

18 days sick leave on half pay or 9 days sick leave with full pay.

The employees should either produce a certificate from the Company's Doctor or from a registered allopathic medical practitioner or a Government Doctor in support of the application for sick leave.

As and when the Employees' State Insurance Scheme is extended to this industry, the sick leave granted hereunder will be adjusted towards the same. Temporary workers will get leave under the provisions of law applicable.

For work on weekly off day, if work is provided by the concerns, the men will be paid and given a substituted day off according to the provisions of the Mines Act. For work on festival holidays the payment or day off will be as provided for in the National and Festival Holidays Act.

Issue No. 9—Confirmations of employees:

37. No proper evidence has been let in to substantiate the claim. I can therefore only give a general direction that miscellaneous workers, temporary workers or substitute workers as are being engaged in permanent vacancies should be confirmed in the respective positions as per the Standing Orders of F.X.P. Minerals, which is the only unit now functioning in the industry.

Issues No. 10, 11, 12, 13, 14 and 15 were not pressed from the workers side.

Issue No. 16—Individual cases:

38. On the basis of the evidence before me and the arguments advanced by the parties the individual cases referred to me are decided as follows:

- (a) Graduate Clerks will be given one extra increment in F.X.P. Minerals as is done in Travancore Minerals Ltd. As far as the existing Graduate Clerks are concerned they will be paid that increment with effect from the date of this Award.
- (b) Shri Cyril David of F.X.P. Minerals should be paid a lump sum amount of Rs. 96/- in full and final settlement of his claims.
- (c) Shri Perumal Asary and Shri V. S. Fernandez, should be paid Gratuity for the period upto their retirement.
- (d) The special allowance of the present Head Watchman in F.X.P. Minerals will be increased from Rs. 5/- to Rs. 10/- per month.
- (e) The following employees of F.X.P. Minerals should be paid amounts shown against their names towards arrears claimed:
 - (i) Shri Arul — Rs. 1,500/-
 - (ii) Shri Lazarus Gomez — Rs. 1,000/-
 - (iii) Shri G. S. Fernando — Rs. 1,000/-

They will also be given an extra increment from 1st January 1963.

- (f) Shri Pappoo, Fitter, F.X.P. Minerals should be given Rs. 150/- towards the arrears claimed by him.

Issue No. 17—Retrospective Operation:

39. The enhancement of wages and D. A. allowed as per this Award has got only prospective application. This has been done in consideration of the present position of the industry which renders it unable to bear further economic burdens. But the demands were raised as early as in 1959 and it is only fair that workmen should get some retrospective benefit in respect of these demands. I consider that a lump sum payment in this connection in full and final settlement of their past claims, similar to that laid down in the compromise petition in the case of Travancore Minerals Limited will be just and equitable.

40. It was argued on behalf of M/s Hopkins & Williams Limited that they were paying higher wages and D. A. compared to the other two concerns. This was admitted by the witnesses from the workmen side and also established from the exhibits filed by the Managements. It was also argued from the Management side that standardisation did not necessarily mean only upward revision of the existing highest rate, but it could also mean a lowering of the higher scales depending on the merits of the wage demand. I cannot accept this argument as the issue in question is standardisation and revision of wages, etc. and the workmen's demand is for an increase in the existing wages and for uniformity of the wage rates in all the concerns. Since the enhancement I have allowed has only prospective application, it is not applicable in the case of Messrs. Hopkins & Williams Limited which has already wound up their business. But I cannot absolve them of their responsibility in meeting the claim for retrospective payment during the period upto the date of closure of this concern. Hence I have decided that the Company is liable for the retrospective payment for the above period. In fixing the lump sum payment in their case I have, however, taken into account the fact that the period for which the retrospective payment is applicable in their case is shorter compared to the same in the case of the other two concerns.

41. In disposing of this Issue I, therefore, decide that the companies should make the following payments in full and final settlement of the workmen's claim for retrospective operation.

M/s F. X. P. Minerals:

Those employees whose basic salary and D. A. together per month as on 31st December 1962 were less than Rs. 100/- should be paid a flat amount of Rs. 350/- per head and the others Rs. 400/- per head in full settlement of the claim for retrospective operation in respect of the issues regarding wages and D. A. The full amount shall be payable only to those who were in service from 1st January 1959 to 31st December 1962 for a total period of 4 years. Those whose period of service is less than that shall be paid only proportionate amounts on the basis that the amounts mentioned above are for the full period of 4 years.

M/s Hopkins & Williams Limited:

Those employees whose basic salary and D.A. together per month at the time of the closure of the concern were less than Rs. 100/- should be paid a flat amount of Rs. 200/- per head and the others Rs. 300/- per head in full settlement of the claim for retrospective operation in respect of the issues regarding wages and D. A. The full amount shall be payable only to those who were in service for a full period of 4 years at the time of the closure. Those whose period of service is less than that shall be paid only proportionate amounts on the basis that the amounts mentioned above are for a full period of 4 years. Within one month of the publication of this Award the respective Unions will furnish the lists of employees who are eligible to get payment under this to the Conciliation Officer (Central), Ernakulam with particulars to satisfy their identity. The Company shall make payment to such workers as are mentioned in the certified lists the Conciliation Officer will forward. In this connection.

Issue B—Mining & Port Workers:

42. The issues relate to wages, D.A., Bonus, Gratuity, Provident Fund, Leave facilities, lay off compensation, appointment in permanent vacancies and abolition of contract in respect of the workers employed in the Mining area and at the Port. These issues are not live now as the Mining and Shipping work is no more carried on in this industry. The Travancore Minerals Limited and M/s Hopkins & Williams Limited have already wound up their business. The only surviving unit F.X.P. Minerals have ceased to have any shipping and mining interests. Hence these issues have significance only in respect of the period these operations had been carried on by the concerns. The only claim these workers can have therefore is a retrospective claim for work already performed. The contention of the Companies is that these workmen are not engaged by them, that they have been employed through Contractors and that they cannot therefore have any claim whatsoever on

the companies. But the relevant exhibits before me prove beyond doubt that the companies have always contracted for payment in the case of these workmen in matters like enhancement of wages, compensation for loss of work, etc. although they have been engaged only through contractors. The depositions from the witnesses from the workmen side strengthen this evidence. No convincing arguments are advanced from the management side to refute this. All the evidences thus point to the fact that the companies by actual performance have been entertaining similar claims in the past. Therefore, I hold that the Companies cannot be absolved of their responsibility in the matter. But in view of the present position of the industry and the settlement already arrived at by the parties in respect of these demands in the case of Travancore Minerals Limited *vide* the compromise petition filed, I think it is only fair if I direct Messrs. Hopkins & Williams Limited and F.X.P. Minerals to make lump sum payment, as was done in the case of Travancore Minerals Ltd. in full and final settlement of the demands like wages and D. A. I am not considering the other demands as they are of prospective character. In fixing the quantum of lump sum payment I have also taken into consideration the fact that while F.X.P. Minerals gave a month's pay in lieu of notice to these workmen when the business was stopped. M/s. Hopkins and Williams Limited had not given any notice or pay in lieu of notice for cessation of work.

43. In the result I decide that the following lump sum payment shall be made by F.X.P. Minerals and M/s. Hopkins & Williams Ltd. to the respective workmen engaged by them for work in the Mining area and at Port.

F.X.P. Minerals.

Mining area workers.—Rs. 150/- per head in full settlement of their claim for retrospective payment in respect of Wages and D.A.

Port Workers.—Rs. 65/- per head in full settlement of their claim for retrospective payment in respect of wages and D.A.

M/s. Hopkins and Williams Limited.

Mining area workers.—Rs. 150/- per head in full settlement of their claim for retrospective payment in respect of wages and D. A.

Rs. 62½ per head as pay in lieu of notice for termination of services as no notice was given.

Port Workers.—Rs. 65/- per head in full settlement of their claim for retrospective payment in respect of wages and D. A.

Within one month of the publication of this Award the respective Unions will furnish the lists of employees who are eligible to get payment under this to the Conciliation Officer (Central), Ernakulam with particulars to satisfy their identity. The Companies shall make payment to such workers as are mentioned in the certified lists the Conciliation Officer will forward in this connection.

The Joint Memorandum of Settlement filed by the workmen & the Managements of Travancore Minerals Ltd., Quilon:

44. The Joint Memorandum of Settlement filed by the workmen and the Managements of Travancore Minerals Ltd., Quilon, incorporating the Memorandum of Settlement dated 8th August 1963 in full and final settlement of the issues referred for arbitration so far as they relate to Travancore Minerals Limited, Quilon, is appended (Appendix 'A'). I find the terms and conditions contained in the Memorandum of Settlement dated 8th August 1963 just and fair. I therefore accept this settlement and pass my Award in terms thereof disposing of the issues referred for arbitration so far as they relate to Travancore Minerals Limited, Quilon.

45. I take the opportunity here to place on record my obligations to the learned advocates who appeared on behalf of the Managements and the Union Representatives who represented the cause of labour. I have also to express my thanks to the Conciliation Officer (Central), Ernakulam for the valuable assistance rendered by him and to the FACT Management for giving me permission to undertake this arbitration work and providing me with all facilities for its successful conduct.

Pronounced this day the 30th of November 1964.

Sd./- G. S. PILLAI,
(Arbitrator)

APPENDIX 'A'

MENON & PAI

Advocates.

Telegrams: EQUITY

Telephones: 187 }
180 } (Office)

PARTNERS:

G. B. Pai, M.A., B.L.,

K. V. R. Shenoi, B.A., B.L.,

P. K. Kurian, B.Sc., Barrister-at-Law

P. M. Alexander, B.A., B.L.

V. Desikan, B.Sc., B.L.

K. A. Nayar, M.A. (Oxon),

Barrister-at-Law.

Residence:

K. V. R. Shenoi 522

P. K. Kurian 455

V. Desikan 46

K. A. Nayar 2210

Post Box 121

Ernakulam 1,

S. India

September 13, 1963.

G. S. Pillai Esq.,
Personnel Manager,
Messrs. The Fertilisers & Chemicals,
Travancore, Limited,
Udyogamandal P.O.

Dear Sir,

MINERALS: ARBITRATION

We are forwarding herewith a Joint Memorandum of Settlement, with a copy of the Settlement enclosed, duly signed by the representatives of Travancore Minerals Ltd; and their workmen.

We request that an award be passed on the basis of the Settlement so far as the Travancore Minerals Ltd., are concerned.

Thanking you,

Yours faithfully,

Sd./- Illegible.

BEFORE THE ARBITRATOR.

In the matter of the Industrial Dispute between the Managements of (1) Travancore Minerals Limited (2) F.X.P. Minerals (3) Hopkins and Williams (Trav.) Limited and their workmen.

JOINT MEMORANDUM OF SETTLEMENT FILED BY THE WORKMEN AND THE MANAGEMENT OF TRAVANCORE MINERALS LIMITED, QUILON.

The parties to the above settled the dispute as per the terms and conditions contained in the Memorandum of Settlement dated the 8th August 1963, a copy of which is appended hereto.

2. It is submitted that there are no outstanding differences between the parties and the Arbitrator may be pleased to accept the terms of settlement and pass an award in terms thereof as far as this Management is concerned.

3. It is, therefore, prayed accordingly.

Dated this the 8th day of August 1963.

Sd./- Lt. Col. C. W. WELLS,
Chief Administrative Officer,
Travancore Minerals Limited.

Sd./- P. K. KURIAN,

Advocate

MENON & PAI,

Advocates for the
Management.

Sd./- N. SREEKANTAN NAIR,
President,
Travancore Minerals Workers' Union
Chavara.

Sd./- BABY JOHN,
President,
Port Workers' Union, Chavara,
Minerals Watchmen & Tallies
Union, Chavara,
Minerals Mechanical & Electrical
Workers' Union, Chavara.

Sd./- K. N. KUNJU PILLAI,
General Secretary,
Minerals Companies Staff
Association, Chavara.

Sd./- G. K. NAIR,
President,
Travancore-Cochin Mineral Workers'
Congress, Chavara.

Sd./- G. M. FERIA,
General Secretary,
Mines & Minerals Staff Congress,
Chavara.

Sd./- J. CHITTA RANJAN,
President,
Kerala Minerals Employees'
Association, Chavara.

FORM H

(See Rule 58)

FORM OF MEMORANDUM OF SETTLEMENT

NAMES OF PARTIES:—

Representing workmen—

Lt. Col. C. W. Wells, Chief Administrative Officer, Travancore Minerals Ltd.,
Quilon.

Representing workmen—1.

1. Sri N. Sreekantan Nair, President, Travancore Minerals Workers' Union, Chavara;
2. Sri Baby John, President, Port Workers' Union, Chavara, Minerals Watchmen and Tallies Union, Chavara and Minerals Mechanical and Electrical Workers' Union, Chavara;
3. Shri K. N. Kunju Pillai, General Secretary, Minerals Companies Staff Association, Chavara;
4. Sri J. Chitta Ranjan, President, Kerala Minerals Employees' Association, Chavara;
5. Sri R. K. Nair, President, Travancore-Cochin Mineral Workers' Congress, Chavara; and
6. Sri G. M. Feria, General Secretary, Mines and Minerals Staff Congress, Chavara.

SHORT RECITAL OF THE CASE

Certain demands placed on the managements on behalf of the workmen of Travancore Minerals Ltd., Quilon, F.X.P. Minerals, Chavara and Hopkins and Williams Ltd., Chavara, were referred for arbitration under Section 10 A of the Industrial Disputes Act and which are still pending before the Arbitrator. In the meantime and in the light of the developments at Chavara which resulted in the closure of the two factories belonging to Travancore Minerals Ltd., at Chavara as also the stoppage of production of ilmenite by F.X.P. Minerals, discussions were held between the representatives of the parties whose names are given above with a view to settle the difference and the following terms were agreed upon, as far as the dispute in Travancore Minerals Ltd., is concerned.

TERMS OF SETTLEMENT

1. With effect from the date of this settlement, leave facilities for workmen in the concerns will be as follows:—

16 days annual leave inclusive of all leave under the Mines Act. This will accumulate up to a maximum of 40 days;

12 days casual leave;

10 days festival holidays;

18 days sick leave on half pay. The employees should either produce a certificate from the Company's doctor or from the registered allopathic medical practitioner or a Government doctor in support of the application for sick leave.

As and when the Employees' State Insurance Scheme is extended to the concern, the sick leave granted hereunder will be adjusted towards the same.

Temporary workers will get leave under the provision of law applicable.

2. For work on weekly off day, if work is provided by the concerns, the men will be paid and given a substitute day off according to the provisions of the Mines Act. For work on festival holidays, the payment of day off will be as provided in the National and Festival Holidays Act.

3. With effect from the date of this settlement, the following allowances will cease to be paid:—

(i) Attendance bonus;

(ii) Mechanisation allowance;

(iii) Sanitary supervision allowance;

(iv) Security allowance. This will, however, continue as a personal allowance for the present incumbents.

4. *Basic salary*.—With effect from 1st January, 1963, the basic salary will be revised as follows:

(i) Those employees who, as on 31st December, 1962 get less than Rs. 100 towards basic wage and dearness allowance per month, will be given an increment of Rs. 5 with effect from that date.

(ii) For those whose basic salary and dearness allowance as on the date mentioned above, is Rs. 100 or more per month, the increment will be Rs. 7-50.

(iii) The above-mentioned increments are in addition to the usual increments which falls due during the year. The salary scales will be extended to the above extent of Rs. 5 and Rs. 7-50 as the case may be.

5. *Dearness Allowance*.—With effect from 1st January, 1963, all employees will be given an increase of Rs. 5 in their dearness allowance.

6. *Gratuity scheme*.—This shall apply to all permanent employees of Travancore Minerals Ltd., with effect from the date of this settlement.

(i) *Definition*.—In this scheme, unless repugnant to the context, "employees" means those whose names are on the registers of the company, and will exclude employees of any contractors.

"Salary" or "wages" means the basic pay or basic wage and does not include any allowance and denotes the average of the monthly basic pay or wage of the employee reckoned from the date of termination to the previous twelve months. In the case of the daily-rated employees, the monthly basic wage is thirty times the last daily wage rate paid to him.

(ii) Gratuity shall be payable to the employees on termination of services in the Company according to the scale mentioned in the Schedule below.

(iii) A minimum service of five years is required to make an employee eligible for gratuity under this scheme.

(iv) No gratuity shall be payable if the employee is dismissed or removed from service for official irregularities or misconduct.

- (v) The date of commencement of service for purposes of calculation of qualifying service for computing the quantum of gratuity shall be the dates on which the plants were taken over by the erstwhile Government of Travancore-Cochin.
- (vi) Completed years of service do not denote Calendar year, but number of years counted backward from the date of termination of service.
- (vii) Continuous service under the previous managements will also be taken into account for the purpose of calculation of gratuity.

SCHEDULE

Scale of Gratuity Payments:

1. On the death of an employee while in service of the concerns or on his physical or mental disability to continue further in service. One month's salary or wages for each completed year of service subject to a maximum of 20 months' salary or wages to be paid to his assignees or heirs or nominees or to the disabled employee as could be proved from the available records in respect of the service under the previous company management would alone count for calculating gratuity.
2. On voluntary retirement or resignation of an employee:—
 - (a) After fifteen years of continuous service. Gratuity at the same rate as above.
 - (b) After 10 years of continuous service. $\frac{3}{4}$ of a month's salary or wages for each completed year of service.
 - (c) After 5 years of continuous service. $\frac{1}{2}$ month's salary or wages for each completed year of service.
3. On termination of his services by the Company:—
 - (a) On completion of 10 years of continuous service and over. One month's salary or wages for each completed year of service, but not more than 10 months' salary or wages.
 - (b) On completion of 9 years of continuous service. 7 months' salary or wages.
 - (c) On completion of 8 years of continuous service. 6 months' salary or wages.
 - (d) On completion of 7 years of continuous service. 5 months' salary or wages.
 - (e) On completion of 6 years of continuous service. 4 months' salary or wages.
 - (f) On completion of 5 years of continuous service. 3 months' salary or wages.

(vlii) The maximum gratuity payable under this shall not exceed Rs. 4,000.

7. *Retirement age.*—The retirement age is fixed at 50 years. However, those employees of Travancore Minerals Ltd. who retired since the 1st January 1961 before completing the age of 58 years will be paid one-third of the basic salary and dearness allowance due from the date of retirement up to their reaching 50 years or 31st December, 1963, whichever is earlier.

8. *Provident Fund.*—The rate of contribution to provident fund will continue to be $8\frac{1}{3}$ per cent of the basic salary and dearness allowance as far as Travancore Minerals Ltd. is concerned.

9. *Retrospective effect.*—Those employees whose basic salary and dearness allowance together per month as on 31st December, 1962 were less than Rs. 100 will be paid a flat amount of Rs. 300 per head and others Rs. 350 per head. The full amount will be payable only to those who were in service from 1st January 1959 to 31st December, 1962, for a total period of three years. Those whose period of service is less than that will be paid only proportionate amounts on the basis that the amounts mentioned above are for a full period of four years.

10. *Bonus*.—Bonus paid for the period up to 31st December, 1962, is accepted by the workmen in full and final settlement of their demands. Bonus for the future will be paid as follows:

12½ per cent of the net profits of the Company as disclosed by its audited balance-sheet and profit and loss accounts before payment of tax will be divided in proportion of the basic wage and dearness allowance earned by the employees during the year, subject to a minimum of 4 per cent of the basic wages and dearness allowance earned during the year, irrespective of profits, and a maximum of 25 per cent of the basic wages and dearness allowances earned during the year. All the figures as disclosed in the audited balance-sheet and profit and loss accounts will be accepted by the workmen for the purpose of this calculation. The first payment under this will be due for the year 1963-64 and will be paid not later than September, 1964.

11. *Mining area and Port Workers*.—Those workers are and were not employed by the Management, but have been employed by contractors. They are, therefore, not the workmen of the Company. Certain demands were placed on Travancore Minerals Ltd., and it was finally agreed that the Company will pay purely on an *ex-gratia* basis, a lump sum amount of Rs. 1,75,000 (Rupees one lakh seventy-five thousand only) to be divided among all the mining area and seasonal (port) workers. They will have no further claim whatever against the Company on account of the closure of the concerns or in respect of their past service or on any other account. The Unions will submit before the Conciliation Officer (Central), Ernakulam, lists of workers who will be qualified to receive payment as per this. The decision of the said Conciliation Officer on the basis of the lists submitted by the Unions and after making such enquiries as he may deem fit as to who is entitled to payment under this and the amount payable to each, will be final. This payment will not be treated as a precedent for the future.

12. *Special demands concerning Travancore Minerals Limited*.—Sri Nathu Pillai will be paid Rs. 450 as an *ex-gratia* payment in settlement of his demand for special gratuity.

13. All other demands pending before the Arbitrator as also those raised at various other stages are not pressed.

14. All amounts due to be paid under this as arrears will be paid within six weeks from the date of this settlement. As far as the disbursement of the amount of Rs. 1,75,000 to the mining area and seasonal workers is concerned, the same will be paid within six weeks of the submission of the final list by the Conciliation Officer (Central), Ernakulam, to Travancore Minerals Ltd.

15. This settlement will be in force upto 31st December, 1966. During the period of operation of this settlement no demands involving financial commitment on the part of the managements will be raised on behalf of the workers.

16. The parties will file a petition before the Arbitrator appending a signed copy of this Memorandum of Settlement requesting the Arbitrator to pass an award in terms of this Settlement as far as these managements are concerned.

Dated this the 8th day of August, 1963.

For the Employers:

Sd./- Lt. Col. C. W. WELLS,
Chief Administrative Officer,
Travancore Minerals Limited.

For the workmen:

Sd./- N. SREEKANTAN NAIR,
President, Travancore Minerals Workers' Union, Chavara.

Sd./- K. N. KUNJUPILLAI,
General Secretary,
Mineral Companies Staff,
Association, Chavara.

Sd./- J. CHITTA RANJAN,
President, Kerala Minerals
Employees Association,
Chavara.

Sd./- BABY JOHN,
President,
Port Workers' Union, Chavara,
Minerals Watchmen and
Tallies Union, Chavara,
and Minerals Mechanical
and Electrical Workers'
Union, Chavara.

Sd./- B. K. NAIR,
President, Travancore-Cochin
Mineral Workers Congress, Chavara.

Sd./- G. M. FERIA,
General Secretary, Mines and
Minerals Staff Congress, Chavara.

Sd./- ILLEGIBLE
Conciliation Officer (Central)
Ernakulam.

APPENDIX 'B'

1. List of Exhibits from the Management Side.

- M-1. Statement of wage rates, Bonus, amenities, etc., from Travancore Minerals Limited, Qullon.
- M-2. Statement of wage rates, Bonus, amenities, etc., from Hopkin and Williams Ltd.
- M-3. Statement of wage rates, Bonus, amenities, etc., from F.X.P. Minerals.
- M-4. Profit and loss statement for past years from T.M. Ltd.
- M-5. Profit and loss statement for past years from H&W Ltd.
- M-6. Profit and loss statement for past years from F.X.P. Minerals.
- M-7. T.M.P.—1st Annual Report and Accounts (year ended 31st January, 1958).
- M-8. T.M. Ltd.—Available surplus statement for the year ended 31st March, 1958.
- M-9. T.M.P. Ltd.—2nd Annual Report and Accounts—58-59.
- M-10. Travancore Minerals Ltd.—Available surplus statement for the year ended 31st March, 1959.
- M-11. T.M. Ltd.—Annual Report and Accounts—59-60.
- M-12. Travancore Minerals Ltd.—Available surplus statement for the year ended 31st March, 1960.
- M-13. H. & W.—Available surplus statement for the year ended 31st March, 1959.
- M-14. Travancore Minerals Ltd.—Available surplus statement for the year ended 31st March, 1961.
- M-15. T.M. Ltd.—Table showing the designations and Nos. of personnel for authorisation.
- M-16. H. & W. Ltd.—Table showing designation and Nos. of personnel.
- M-17. Kerala Gazette No. 18 dated 3rd May 1950.
- M-18. Government of Kerala—Labour and Local Administration Notification No. L1-22102/58/L and LAD dated 12th May, 1958.
- M-19. Government of Kerala—G.O. MS. No. 602 dated 7th July, 1958.
- M-20. Government of Kerala—G.O. MS. No. 919 dated 28th October 1959.
- M-21. Government of Kerala—G.O. MS. No. 512 dated 4th June, 1959.
- M-22. Government of Kerala—G.O. MS. No. 798/IND dated 8th September, 1959.
- M-23. Government of Kerala—G.O. MS. No. 683 dated 6th September, 1958.
- M-24. Balance Sheet of F.X.P. Minerals, Chavara as at 31st March, 1957.
- M-25. F.X.P.—Profit and Loss Account—16th February, 1956 to 31st March, 1957.
- M-26. F.X.P.—Balance Sheet as at 31st March, 1958.
- M-26. F.X.P.—Profit and Loss Account for this year ended 31st March, 1958.
- M-27. F.X.P.—Balance Sheet as at 31st March, 1959.
- M-28. F.X.P.—P & L Account for the year ended 31st March 1959.
- M-29. F.X.P.—Balance Sheet as on 31st March 1960.
- M-30. F.X.P.—Profit & Loss Account for the year ended 31st March 1960.
- M-31. F.X.P.—Balance Sheet as on 31st March 1961.
- M-32. F.X.P.—Profit & Loss Account for the year ended 31st March 1961.
- M-33. F.X.P.—Accounts Sheets.
- M-34. H & W—Statement of Sale Price, Basic Charge & Actual Cost.
- M-35. T. M. Ltd.—Accounts Sheets.
- M-36. Govt. of Kerala—Letter from Industries Secretary dated 17th September 1959.
- M-37. Govt. of Kerala—G.O.MS. 819 dated 17th September 1959.
- M-38. Bijli Award.
- M-39. T. M. Ltd.—Accounts sheets.
- M-40. T. M. Ltd.—Accounts sheets.
- M-41. F.X.P. Ltd.—Accounts sheets.

- M-42. Letter from Secretary to Government, Industries 'G' Department dated 17th November 1961.
- M-43. F.X.P. Ltd.—Accounts sheets.
- M-44. H & W—Bonus payments—particulars *re* (10th December 1961).
- M-45. H & W—Accounts sheets (4 sheets).
- M-46 & 47. H & W—Statement of production & export.

2. *List of Exhibits from the workmen side:*

- W-1. Travancore Mineral Workers' Union—Memorandum of demands of the Mineral Workers dt. 21st February 1959.
- W-2. Government of Kerala—Letter from the Secretary, Mineral Industries Labour Relations Enquiry Committee dated 18th March 1959.
- W-3. Letter from the Travancore Minerals Workers' Union to the Chief Administrative Officer, T. M. Ltd.
- W-4. Letter from T.M. Ltd. in reply to W-3.
- W-5. Petition—Dispute No. 1/54 (Central).
- W-6. Minutes of the Conference held on the 18th January 1957 in the Chief Secretary's room to discuss the out-standing demands relating to the Mineral Concerns.
- W-7. Gazette Notification—Award of the Industrial Tribunal, Nagpur.
- W-8. Letter from the Secretary, dated 27th August 1959—T.M.P. recruitment.
- W-9. Letter from Travancore Minerals Workers' Union—Implementation of Award In I.D. No. 4/57.
- W-10. Memorandum of Agreement dated 7th May 1957.
- W-11. Memorandum of demands dated 20th January 1961, from Minerals Watchmen & Tallies Union.
- W-12. Letter from the Mineral Companies Staff Association, Chavara dated 9th August 1957.
- W-13. Govt. of Travancore Cochin—Proceedings—Order 1.5.4930/54/DD, dated 19th October 1954.
- W-14. Government of Kerala—Abstract—G.O.MS. 683 dt. 6th September 1958.
- W-15. Government of Kerala—Abstract—G.O. No. MS. 156 dated 17th February 1959.
- W-16. Letter No. C. 23(16)/59 from the Conciliation Officer (C) Demands putforth by the various Unions.
- W-17. Memorandum of settlement between the managements of Mineral Industries and the unions dt. 19th February 1960.
- W-18. Mineral Companies Staff Association—Consolidated demands.
- W-19. Government of Kerala—Letter No. 37754/59/GI dated 28th December 1959 from the Industries Secretary.
- W-20. Letter from F.X.P. dated 10th June 1957—Lay off wages.
- W-21. Letter from the Mineral Companies Staff Association to the Minister of Industries.
- W-22. Letter from the Secretary to Government dated 4th November 1960 to the Mineral Companies Staff Association.
- W-23. Letter from T.M. Limited—Employees deputing in higher posts.
- W-24. Conciliation Agreement 4th March 1954.
- W-25. Letter from Travancore Minerals Private Ltd.—Officiating Arrangements.
- W-26. Minutes of the Conference held on 27th March 1957.
- W-27. Notes of discussions with the President Minerals Workers' Union, Chavara on 4th December, 1958.
- W-28. Summary Record of proceedings of the Conference held in the Collectorate, Quilon at 11 A.M. on 25th August 1959.
- W-29. Letter dated 9th September 1957 from the Minerals Mechanical & Electrical Workers' Union, Chavara.

- W-30. Memorandum of Demands from Port Workmen's Union 25th February 1959.
- W-31. Memorandum of Demands from Minerals Mechanical & Electrical Workers' Union.
- W-32. Letter from the Mineral Companies Staff Association dated 24th June 1958.
- M-33. Letter from the Mineral Companies Staff Association to T.M. Ltd. dated 15th July 1960.
- W-34. Letter from the Mineral Companies Staff Association dated 11th October 1960.
- W-35. Office Order No. 578 dated 24th February 1961.
- W-36. Memo from F.X.P. to Krishna Asary.
- W-37. Memo from Chief Engineer, F.X.P. to Velayudhan Krishnan.
- W-38. Scheme for reorganisation in F.X.P. submitted by the Special Committee.
- W-39. Proceedings of the conference held on 3rd September 1958 at the Government Secretariat in the Minister for 'Industries' room to consider matters referred to in the strike notice dated 30th July 1958 given by the M.C.S.A.
- W-40. Letter from the Secretary to Govt. Industries Department dated 18th August 1958. Salary arrears and cut in D.A.—F.X.P.
- W-41. Letter from F.X.P. to the General Secretary, Mines & Minerals Staff Congress, dated 7th March 1957.

[No. 24/6/63-LR II.]

New Delhi, the 26th December 1964

S.O. 48.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Dhanbad, in the matter of an application under section 33A of the said Act, from Shri Bholanath Chakravarty, Ex-Overman, Dhemo Main Colliery, Post Office Sitarampur, District Dhanbad, which was received by the Central Government on the 22nd December, 1964.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, DHANBAD

Complaint No. 33 of 1963

(U/s 33A)

(Arising out of Ref. No. 33 of 1963)

PARTIES:

Shri Bholanath Chakravarty,
Ex-Overman, Dhemo Main Colliery,
P.O. Sitarampur (Burdwan)

.....Complainant.

Vs.

Management in relation to the Dhemo Main Colliery.Opposite Party.

PRESENT:

Shri Raj Kishore Prasad, M.A.,B.L.,
Presiding Officer.

STATE: West Bengal

INDUSTRY: Coal

Dhanbad, dated the 15th December, 1964.

AWARD

This complaint under Section 33A of the Industrial Disputes Act, 1947 was made by Shri Bholanath Chakravarty in Reference No. 12/63 complaining against his dismissal with effect from 5th October 1963.

2. On 14th December 1964 the complainant filed a petition that he did not want to proceed with the complaint and, therefore, he may be allowed to withdraw it.

3. The aforesaid petition is marked Annexure 'A' and made a part of this award which is passed on the basis of the same.

4. In the circumstances, the complainant is permitted to withdraw the complaint as prayed for.

5. This is the Award which I make and submit to the Central Government under Section 15 of the Act.

Sd/-

RAJ KISHORE PRASAD,
Presiding Officer.

ANNEXURE 'A'

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL AT
DHANBAD

Complaint No. 33/63

arising out of Ref. No. 12/63

PARTIES:

Shri Bholanath Chakravarty.

Vs.

Opposite Party—The Management of Dhemo Main Colliery.

In the above matter the Complt. begs to state:—

That he does not want to proceed with this complaint and he therefore prays:—

that your petitioner may be allowed to withdraw this complt.

Sd/-

BHOLANATH CHAKRAVARTY,

Complainant,

14th Dec., 1964.

Dated, Dhanbad.

the 14th day of Dec. 1964

[No. 6/21/62-LR-II.]

S.O. 49.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Hyderabad in the industrial dispute between the employers in relation to the Palamani Mica Mine, Chaganam, District Nellore and their workmen which was received by the Central Government on the 17th December 1964.

BEFORE THE HON'BLE INDUSTRIAL TRIBUNAL, ANDHRA PRADESH
HYDERABAD

PRESENT:

Dr. Mir Siadat Ali Khan, M.A.L.L.B., Fazal (Osm); B.C.L. (OXon); D. Phil. (Oxon); Mar-at-Law (Lincoln's Inn) (London); Chairman, Industrial Tribunal, Andhra Pradesh, Hyderabad.

INDUSTRIAL DISPUTE No. 26/1964

BETWEEN

Workmen of the Palamani Mica Mine, Chaganam, Nellore District.

AND

The Employers of the Palamani Mica Mine, Chaganam, Nellore District.

APPEARANCES:

Sri A. A. Padmansabham—for workmen.

Sri S. Mallikharjuna Rao—for the Employers.

AWARD

By the Government of India, Ministry of Labour and Employment letter No. 29/6/64-LR-II dated 27th June 1964, the dispute between the workmen and the employers of the Palamani Mica Mine, Chaganam, Nellore District, was referred for adjudication with the following schedule, viz.,

- (i) Whether the punishment of 3 days' suspension and change in category of work given to Sivarathri Ankamma, factory worker in Palamani Mica Mine, Chaganam, was justified? If not, to what relief is she entitled?
- (ii) Whether the new employment (picking of crude mica from the muck at mine head) offered to Shrimati S. Ankamma, factory worker in Palamani Mica Mine, Chaganam, was proper?
- (iii) Is Shrimati S. Ankamma, worker of Palamani Mica Mine entitled to lay-off from 14th March 1964? Is she entitled to any other relief?"

2. The dispute was registered here as industrial dispute No. 26/1964. The parties filed many documents and, on behalf of the workmen, Ankamma herself went into the witness box. Arguments were heard.

3. The stand of the employer is that crude mica is issued to workers every day after recording the quantity given in a register. The workers cut the crude mica into hard rounds and waste rounds or scrap. If the crude mica is cut skilfully, there is less scrap. It was noticed that Sivarathri Ankamma began to cut the crude mica negligently causing more waste rounds and more scrap. One after another four notices were issued to her on 24th December 1963, 6th January 1964, 17th January 1964 and 27th January 1964 stating in detail the quantity given and the faulty returns. She duly replied to the notices, but did not improve. An inquiry was held on 21st February 1964, in which the manager, the maistry and two sorters were examined in her presence and she cross-examined them. The only point she made was that other workers were given assistance, and, therefore, produced more hard rounds. But all the witnesses denied this statement. The inquiry officer found that intrinsically also cutting crude mica into hard rounds depends on skill and not on co-operation or assistance of other workers. Besides this allegation, she stated also that, as she was a founder-member of the union and active worker, the charges were laid against her and they are without any substance. She is doing her work properly and skilfully. The inquiry officer in his report dated 24th February 1964 held her guilty and punished her with suspension for 3 days with loss of wages and recommended that to avoid recurring losses she may be given some other work. Accordingly, the employer issued by Ex. M-24 a notice under Section 9-A of the Industrial Disputes Act that after 21 days she will be given some surface work and actually when the 21 days were over he put her to the picking of crude mica from the muck at the mine head.

3(1) In the deposition before me Ankamma stated that, as the employer was not giving correct service particulars, the workmen forced a union; that in the settlement dated 8th January 1964 on service particulars, as against her claim of 10 years of service her service was agreed to have begun from 8th January 1963; that the charge of her not cutting mica properly is not correct; that other workers were also similarly charged and one worker was given the same work of picking mica from the muck and she was carrying it out; and that she cannot do the same as she suffers from headache by working under the sun for picking the mica. She also admitted in cross-examination that she joined the union only five to six months from the date of deposition, 9th November 1964.

3(2) I reflected on the above record of the case. It struck to me that when the same crude mica was issued every day to the workers and the return of hard and waste rounds were weighed, when Ankamma herself admitted that the weighments were correct and when it was found that Ankamma was causing more waste, the only thing which the employer could do was to bring the facts to her notice with a view to improvement. This the employer did four times with intervals of a fortnight, 10 days and a week and in the end held an inquiry in her presence, found that she was negligent and punished her with 3 days suspension. This the employer could do under the Standing Order 10(1)(h). And as every pound less of waste round caused a loss of Rs. 4-2-0 and every pound less of waste round caused a loss of 12 annas, and the losses were recurring, the employer changed her to surface service, after the giving of 21 days notice under Sec. 9-A of the Industrial Disputes Act. The employer was competent to effect the change under the said provision and he did it. In the circumstances, the acts of the employer were within his rights under the Standing Orders and Section 9-A of the said Act and I will hold them to be justified. But as in industrial law all acts of the employers are subject to the test of *bona fides*, I will first consider the record to see whether these acts were prompted by *malafides*.

4. It may be noted that animus was attributed to the employer on the following facts, viz., that the employer wanted to give work to the workmen in batches of two, but, marked attendance of only one in the muster. This he did to save wages. In the result the service particulars of the workers were also made inaccurate. The old workers agitated and formed a union. Ankamma was also an old worker of 10 years standing and a founder-member of the Union. Hence, the employer developed an animus against her. The newly formed union called Bharateeya Mica Mazdoor Sangh raised a dispute over correct service particulars; and in the conciliation a settlement was arrived at on 8th January 1963, Ex. M-27. The details about service particulars were agreed to by the union in the Annexure to the settlement. It will be seen from the Annexure that the date of joining of service of Ankamma finally agreed to by the employer and the Sangh was 9th January 1963. It may also be noted that in her deposition she could not state she was the founder-member of the union or Sangh and could only state that she joined the Sangh only 5 to 6 months from the date of deposition, 9th November 1964. The accusation of animus on those facts, therefore, does not hold water and cannot be deemed to have been provided. I reflected what other circumstances could prove it. The holding of an inquiry after 4 notices for improvement and awarding of 3 days of suspension under the Standing Order 10(1)(h) cannot be

taken to indicate animus. If anything the slight punishment of only 3 days negatives animus. The only other fact which requires consideration in this regard is that the employer has put her to service under the sun, whereas, previously she used to cut mica under shade. In my opinion, things will come to a sorry pass in our country if manual labour would refuse to work under sun. Ankamma deposed before me that she gets headache by working under the sun. This may be a fact, but as it is, she never even for a day worked picking mica under the sun. Hence, this appears to be a fear only and not a fact. In my opinion, it is not entitled to any consideration. After careful consideration therefore, I hold that the accusation of *mala fides* is not proved.

5. My finding above decides issue (1) and (2). My reply to issue (1) is that 3 days suspension after due enquiry and the charge in the category of Ankamma's work was justified. Similarly, my reply to issue (2) is that the new employment of picking mica from the muck was proper.

6. I pass on to Issue (3) *viz.*, whether Ankamma was entitled to lay-off from 14th March 1964, or, to any other relief. I feel that she is not entitled to lay-off for the simple reason that the employer did not lay her off. The notice under section 9-A of 21 days began from 21st February 1964 and ended on 14th March 1964. Between this period she was given the same work of cutting mica as she was doing till that day. On 15th and 16th March 1964 she did not come to her work. On 17th March she applied for a leave for a week. The employer wanted her to send a medical certificate and also to state, if no medical certificate is sent, why the leave shall not be disallowed. In reply, she promised to send a medical certificate which promise she never carried out, and, then took up the position that, as owing to the new employment she has raised an industrial dispute, she will not work till that dispute is decided. When cessation of work was her own doing, I do not think that she is either entitled to the lay-off from 14th March 1964 till date or to any other relief. I hold accordingly. The utmost that I can do is to recommend to the employer that, in the interest of peace in industry and in view of the fact that Ankamma is a woman, he may consider giving her some other work in the factory, for instance that of supplying rounds or raw material in the factory. But that will be a recommendation merely.

My answer to all the three issues is as already given above.

Award accordingly, given under my hand and the seal of the Court this the 15th day of December 1964.

Sd./- M. S. ALI KHAN

Industrial Tribunal.

WITNESSES EXAMINED ON BEHALF OF.

Workmen:

W.W.1: Smt. Sivaratri Ankamma.

Management:

None.

Documents marked for Workmen:

Ex. W1: Charge Memo. No. 1 dated the 24th December, 1963 issued by the Palaman Mica Mines to Smt. Ankamma.

Ex. W2: Explanation of Smt. Ankamma submitted to the said Mines, dated the 27th December, 1963.

Ex. W3: Charge Memo. No. 3 dated the 17th January, 1964 issued to Smt. Sivaratri Ankamma.

Ex. W4: Explanation of Smt. Ankamma dated the 23rd January 1964 to the Charge Memo. No. 3.

Ex. W5: Report of the (order) Enquiry Officer, the Tellabodu Company Pvt. Ltd., Nellore dated the 23rd February 1964.

Ex. F6: Standing Orders for Palaman Mica Mine, Chagnam.

Ex. W7: Letter dated the 10th March, 1964 from the General Secretary, Bharateeya Mica Hazdoor Sangh, Gudur, addressed to the Conciliation Officer, Gudur.

Ex. W8: Minutes of conciliation proceedings held by the Labour Inspector (Central) and Conciliation Officer (Central) Gudur.

Ex. W9: Service Card of Smt. Ankamma.

Documents marked for Employers:

Ex. M1: Letter of the Genl. Secretary, Bharateeya Mica Mazdoor Sangh, Gudur, Addressed to the Conciliation Officer, Gudur, dated the 10th March 1964.

Ex. M2: Letter from the Labour Inspector (Central) Gudur, addressed to the Manager, Palamani Mica Mine, Chagnam.

Ex. M3: Minutes of Conciliation proceedings held by the Labour Inspector (Central) and Conciliation Officer (Central) Gudur on 12th April 1964 in a dispute.

Ex. M4: Charge Memo. No. 1 dated the 24th December 1963 issued to Smt. S. Ankamma.

Ex. M5: Explanation submitted by S. Anakamma to the said Charge Memo dated the 24th December 1963.

Ex. M6: Charge Memo No. 2 issued to Smt. S. Ankamma dated 6th January, 1964.

Ex. M6/1: Postal Acknowledgement slip on which the thumb impression of Smt. S. Ankamma was affixed under date the 9th January 1964.

Ex. M7: Explanation of Smt. Ankamma to the Charge Memo dated the 6th January, 1964.

Ex. M7/1: Postal receipt No. 723.

Ex. M8: Charge Memo. No. 3 dated the 17th January, 1964 issued to Smt. Sivaratri Ankamma.

Ex. M8/1: Postal receipt No. 732.

Ex. M9: Explanation submitted by Smt. S. Ankamma dated the 23rd January, 1964 to the Charge Memo. No. 3.

Ex. M10: Charge Memo. No. 4 issued to Smt. S. Ankamma dated the 27th January, 1964.

Ex. M10/1: Postal acknowledgment slip on which the thumb impression of S. Ankamma is affixed under date 29th January 1964.

Ex. M11: Explanation of Smt. Ankamma submitted to the Palamani Manager.

Ex. M12: Statement of B. Obul Reddy, Manager of Palamani Mines recorded by the enquiry officer on 21st February, 1964.

Ex. M13: Statement of M. Krishnayya (Mica Maistry) recorded by the enquiry officer on 21st February, 1964.

Ex. M14: Statement of Sorter Sri Shelk Masum Saheb before the enquiry officer on 21st February 1964.

Ex. M15: Statement of Sorter M. Vemgayya recorded by the enquiry officer on 21st February, 1964.

Ex. M16: Statement of Smt. Ankamma recorded by the Enquiry Officer on 21st February, 1964.

Ex. M16/1: Postal acknowledgment slip bearing the thumb impression of Smt. S. Ankamma under date the 17th February, 1964.

Ex. M17: Postal receipt No. 169.

Ex. M18: Letter from the Enquiry Officer addressed to Smt. S. Ankamma dated the 13th February, 1964.

Ex. M19: Postal acknowledgment slip bearing the thumb impression of S. Ankamma under date the 26th February, 1964.

Ex. M20: Order of the Enquiry Officer, The Tellabodu Co. Pvt. Ltd., Nellore, signed on 24th February, 1964.

Ex. M21: Letter from the Manager, Palamani Mica Mines, to Smt. S. Ankamma, dated the 24th March, 1964.

Ex. M21/1: Certificate of Posting Slip.

Ex. M22: Explanation submitted to the Manager, Palamani Mica Mines by Smt. S. Ankamma dated the 6th April, 1964.

Ex. M23: Letter from the Manager, Palamani Mica Mine to S. Ankamma.

Ex. M23/1: Postal Receipt No. 808.

Ex. M23/2: Postal acknowledgment slip bearing the thumb impression of S. Ankamma under dated the 3rd April, 1964.

Ex. M24: 21-days notice issued to Smt. S. Ankamma by the Mines.

Ex. M24/1: Postal Receipt, number is punched.

Ex. M24/2: Postal Receipt No. 757.

Ex. M24/3: (2) Postal acknowledgment slips bearing the thumb impressions

Ex. M24/4: of Smt. S. Ankamma under date the 25th February, 1964.

Ex. M25: Leave letter submitted by S. Ankamma dated the 16th March. 1964.

Ex. M26: Leave report submitted by Smt. S. Ankamma dated the 24th March, 1964 to the Palamani Mica Mine Manager.

Ex. M27: Memorandum of settlement arrived at under Sec. 12(3) of the I.D. Act of 1947 in the dispute between the Genl. Secretary, Bharateeya Mica Mazdoor Sangh, Gudur, and the Management of Sri Palamani Mica Mine, Chaganam village on 8th January 1964, with three enclosures.

Sd./- M. S. ALI KHAN,
Industrial Tribunal.
Seal
Industrial Tribunal
Andhra Pradesh, Hyderabad.
[No. 20/6/64/LRI.]

S.O. 50.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Travancore Titanium Products Limited, Trivandrum and their workmen in respect of the matters specified in the Schedule hereto annexed.

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), and in supersession of the Government of India, Ministry of Labour and Employment Order No. S.O. 3795, dated the 28th October 1964, the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Bombay, constituted under section 7A of the said Act.

SCHEDULE

- (1) Whether the present rate of fixed and variable Dearness Allowance is adequate, if not to what extent these should be increased?
- (2) Whether any conveyance and House Rent allowance should be paid to the workmen, if so, what should be the quantum of conveyance and House Rent Allowance?
- (3) To what extent and for what particular types of work should casual labour be employed for the efficient and economical functioning of the factory?
- (4) To what extent employment of contract labour should be minimised, keeping in view the efficient, economical and expeditious production in the factory?
- (5) Whether denial of promotion to the following persons is justified, if not, to what relief are they entitled?

1. Shri P. Kumaran Nair	W/No. 60
2. Shri B. Dass	W/No. 150
3. Shri N. Kuttan Pillai	W/No. 114
4. Shri A. V. Edwards	W/No. 110
5. Shri K. Madhavan	W/No. 198
6. Shri P. Madhayan	W/No. 35
7. Shri V. Sudarasanan	W/No. 221
8. Shri Aliarkunju	W/No. 80
9. Shri N. Krishnan Nair	W/No. 524
10. Shri N. Sivasankara Pillai	W/No. 527
11. Shri N. Sivarama Pillai	W/No. 541
12. Shri C. Gangadharan Nair	W/No. 542
13. Shri Mani V. Mathew	W/No. 550
14. Shri K. Sreedharan Nair	W/No. 555
15. Shri D. J. Stephen	W/No. 556
16. Shri K. Sankara Moorthy	W/No. 565
17. Shri K. Gopinathan Nair	W/No. 305

[No. 24/6/64-LR-I.]

New Delhi, the 28th December 1964

S.O. 51.—Whereas by the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 2315 dated the 24th June, 1964, the Central Government, being satisfied that the public interest so required, had declared the coal industry to be a public utility service for the purposes of the Industrial Disputes Act, 1947 (14 of 1947), for a further period of six months from the 8th July, 1964;

And, Whereas the Central Government is of the opinion that public interest requires the extension of the said period by a further period of six months;

Now, therefore, in exercise of the powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby declares the said industry to be a public utility service for the purposes of the said Act for a further period of six months from the 8th January, 1965.

[No. F. 1/74/64-LRI.]

S.O. 52.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Dhanbad, in the matter of an application under section 33A of the said Act, from Shri Ibrahim Mia *alias* Md. Ibrahim, Electric Fitter, Kustore Colliery, Post Office Kusunda, District Dhanbad, which was received by the Central Government on the 22nd December, 1964.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL AT
DHANBAD

Complaint No. 5 of 1964 (U/s 33A)

(Arising out of Ref. No. 8/64)

PARTIES :

Shri Ibrahim Mia *alias* Md. Ibrahim, Elec. Fitter, Kustore Colliery, P.O. Kusunda, Dt. Dhanbad—*Complainant*.

Versus

The Raneegunge Coal Association Ltd., Kustore Colliery, P.O. Kusunda, Dt. Dhanbad—*Opp. Party*.

PRESENT :

Shri Raj Kishore Prasad, M.A., B.L., Presiding Officer.

STATE: Bihar

INDUSTRY: Coal.

Dhanbad, dated the 15th December, 1964

AWARD

1. This complaint was made under Sec. 33A of the Industrial Disputes Act by Shri Ibrahim Mia, *alias* Md. Ibrahim against the management complaining against his dismissal in Reference No. 8 of 1964. This complaint is counter to Application No. 18 of 1964 and was filed on 10th April, 1964.

2. On 25th November 1964 a joint petition of compromise dated 24th November 1964, signed by the complainant and the General Manager of the company opposite party was received setting out the terms of the agreement and praying for permission to withdraw the complaint.

3. That the aforesaid compromise is marked Annexure 'A' and made a part of the Award on the basis of which it is ordered that the complainant is permitted to withdraw his complaint.

4. This is the Award which I make and submit to the Central Government under Sec. 15 of the Act.

(Sd.)

(RAJ KISHORE PRASAD),
Presiding Officer.

ANNEXURE 'A'

BEFORE THE PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, DHANBAD

Complaint No. 5 of 1964 Under Section 33A I.D. Act.

Sri Ibrahim Mia *alias* Md. Ibrahim, Elec. Fitter, Kustore Colliery, P.O. Rusunda, Dt. Dhanbad—*Complainant*.*Versus*The Raneegunge Coal Association Ltd., Kustore Colliery, P.O. Kusunda, Dt. Dhanbad.—*Opp. Party*.

The applicant above named begs to state as follows:—

1. That your petitioner has filed the above Application Under Section 33A of the I.D. Act challenging the dismissal of your petitioner by the Opp. party being numbered 5 of 1964 and the same is pending.
2. That an amicable settlement has already been arrived at in Reference No. 8 of 1964 in which the Opp. party has agreed to reinstate your petitioner in Category IV from the date your petitioner joins the service and the period from the date of dismissal till rejoining will be treated as if your petitioner was on leave without wages for the continuity of service only.
3. In view of the above your petitioner does not want to proceed further with the present Application and begs to withdraw the same.

That the Opp. party agrees to the above terms.

It is therefore prayed that the Application may be disposed of in the terms aforesaid.

Sd/-

General Manager,
Raneegunge Coal Association Ltd.
Opp. Party.

Sd/-

SRI IBRAHIM MIA *alias*
Md. Ibrahim.
Complainant.
24.11.64.

[No. 2/82/63-LR-II.]

ORDERS

New Delhi, the 21st December 1964

S.O. 53.—Whereas a vacancy has occurred in the office of the Presiding Officer of the Labour Court, Calcutta constituted by the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 1570 dated the 31st May, 1963, read with S.O. 2032, dated the 15th July, 1963;

Now, therefore, in pursuance of the provisions of section 8 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby appoints Shri G. C. Chatterjee as Presiding Officer of the Labour Court constituted as aforesaid.

[No. F.1/75/64-LRI.]

S.O. 54.—Whereas, the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Singareni Collieries Co. Ltd. (Bellampalli Division) and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal, with Dr. Mir Siadat Ali Khan as the Presiding Officer with Headquarters at Somajiguda, Hyderabad and refer the said dispute for adjudication to the said Industrial Tribunal.

SCHEDULE

- (1) Whether the action of the management of Singareni Collieries Co. Ltd. in not allowing proper wages in accordance with the coal award to the undermentioned 39 workers of the Shanti Khani, No. 2 incline and Morgan's Pits, employed on Tub-Repairing work, is justified?

SHANTI KHANI

1. Kampalli Lingalah,	Fitter
2. Lal Mohammed,	Fitter
3. Badri Pasha,	Fitter
4. Rahimuddin,	Fitter
5. P. Narasiah,	Tub Repairer
6. Macha Lashmalah,	Tub Repairer
7. Nabi Shareef,	Tub Repairer
8. Mushka Lashmalah,	Tub Repairer
9. Bhoosiah,	Tub Repairing Mazdoor
10. Satle Bondyaloo,	Tub Repairing Mazdoor
11. Md. Bashe Miyan,	Tub Repairing Mazdoor
12. Sanjeeva Rao,	Tub Repairing Mazdoor

NO. 2 INCLINE

13. Atketi Bakkuloo,	Tub Repairing Fitter
14. Gazi Shareef,	Tub Repairing Fitter
15. T. Laxmiah,	Tub Repairing Fitter
16. Chilka Elliah,	Tub Repairing Fitter
17. Doddepalli Posham,	Tub Repairer
18. Gundha Balaji,	Tub Repairer
19. Md. Kasim,	Tub Repairer
20. Garge Komariah,	Tub Repairer
21. Chintakindi Posham,	Tub Repairing Mazdoor
22. Durshetti Rajan,	Tub Repairing Mazdoor
23. Md. Samsheer	Tub Repairing Mazdoor
24. Sondla Mysiah,	Tub Repairing Mazdoor
25. Shri Malloji Baniyah,	Tub Repairing Fitter
26. Shri Bandi Mondli,	Tub Repairing Fitter

MORGAN'S PIT

27. Muneeruddin,	Tub Repairing Fitter
28. Shaik Syda,	Tub Repairing Fitter
29. A. Bheemalah,	Tub Repairing Fitter
30. Utnoor Rajam,	Tub Repairer
31. S. Ramaswamy,	Tub Repairer
32. S. Chandralah,	Tub Repairer
33. R. Mallalah,	Tub Repairer
34. Kevaldas,	Tub Repairing Mazdoor
35. Bade Mallalah,	Tub Repairing Mazdoor
36. Arelli Lingaiah,	Tub Repairing Mazdoor
37. Abdul Gaffer,	Tub Repairing Fitter
38. Shaik Chand,	Tub Repairing Mazdoor
39. Shri Syed Yasin,	Tub Repairing Fitter

- (2) If not, to what rates are they entitled and from what date?

[No. 7/18/64-LRII.]

S.O. 55.—Whereas in the course of conciliation proceedings the employers in relation to the Rajhara, Nandini and Hirri Mines of the Bhilai Steel Project of Hindustan Steel Limited and their workmen represented by the Steel Workers' Union arrived at a settlement on the 3rd November, 1962;

And, whereas in the opinion of the Central Government a doubt has arisen as to the correct interpretation of the said settlement on the question specified in the Schedule hereto annexed;

Now, therefore, in exercise of the powers conferred by section 36A of the Industrial Dispute Act, 1947 (14 of 1947), the Central Government hereby refers the said question for decision to the Industrial Tribunal, Bombay constituted under Section 7A of the said Act.

THE SCHEDULE

Whether the settlement dated the 3rd November, 1962 arrived at between the employers in relation to the Rajhara, Nandini and Hirri Mines of the Bhilai Steel Project, Bhilai and Steel Workers' Union, Bhilai before the Regional Labour Commissioner (Central), Jabalpur covers the Nominal Muster Roll workmen of Prospecting Division of the Mines?

[No. 23/5/63-LRI.]

S.O. 56.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the management of Mosaboni Mines of Indian Copper Corporation Limited and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Dispute Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Dhanbad, constituted under section 7A of the said Act.

SCHEDULE

Whether the action of the management of Mosaboni Mines of Indian Copper Corporation Limited, P.O. Ghatsila, Dist. Singhbhum in dismissing Sri Bhupat Sen, B. No. 5988 with effect from the 26th June, 1964 was justified?

If not, to what relief is the workman entitled?

[No. 24/26/64-LRI.]

S.O. 57.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Inganijharan Mines of Shri L. N. Bhanj Deo and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Dhanbad, constituted under section 7A of the said Act.

SCHEDULE

- (1) Whether the demand of the workmen in Inganijharan Mines of Shri L. N. Bhanj Deo for abolition of contract labour system in Iron Pits of the said mine is justified? If so, to what relief are the workmen entitled?
- (2) Whether the demand that the workmen now employed by Messrs Southern Mining Works, Sub-raising contractor in the mine and those retrenched by Shri C. N. T. Nair should be absorbed by Shri L. N. Bhanj Deo is justified? If so, to what relief are the workmen entitled?

[No. 37/1/64-LRI.]

New Delhi, the 22nd December, 1964

S.O. 58.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Dhanji Devji and Sons, Tisra Colliery (Post Office Khas Jeenagora, District Dhanbad) and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Dhanbad, constituted under section 7A of the said Act.

SCHEDULE

Whether the management of Dhanji Devji and Sons, Tisra Colliery were justified in not marking the attendance of Shri Deonarain Singh, Night Guard, with effect from the 26th March, 1964 and in not paying him wages from that date? If not, to what relief is the workman entitled?

[No. 2/130/64-LR-II.]

S.O. 59.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Rudrampur Division, Singareni Collieries Co. Ltd. Rudrampur and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal with Dr. Mir Sladat Ali Khan as the Presiding Officer with headquarters at Somajiguda, Hyderabad, and refer the said dispute for adjudication to the said Industrial Tribunal

SCHEDULE.

Having regard to the nature of duties performed by the workmen mentioned below employed in No. 5 Incline, Rudrampur Division of M/s. Singareni Collieries Limited, whether the demand for revision of their categories and higher wages is justified?

Shuttle car and Joy Loader and Arc Shearer (Combined Operators)

1. Shri Sakil Rajalingu.
2. Shri Donga Venkanna.
3. Shri Pappulu Guruvulu.
4. Shri Kampelli Lingulu.
5. Shri K. Pallemchettl.

Joy Loader (Operators)

1. Shri Barigala Mondl.
2. Shri Abdul Azeez.
3. Shri Butti Rayanallu.
4. Shri Abdul Rahman.
5. Shri G. Gouraiah.

Arc Shearer (Operator)

1. Shri Kankam Rajam.

Shuttle Car (Operators)

1. Boya Pada Mallalah.
2. Mysa Daniel.
3. K. Devadanam.
4. Pilli Narasibamoorthy.
5. D. Rayadu.
6. Natakani Mallalah.
7. Kondati Dass.
8. Sk. Puthu.
9. Esam Erralah.

If so, to what relief and from what date are the workmen entitled?

[No. F.7/21/64-LRII.]

New Delhi, the 23rd December, 1964

S.O. 60.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the K. P. Dobary Colliery, Post Office Jharia, District Dhanbad, and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the dispute for adjudication to the Industrial Tribunal, Dhanbad, constituted under section 7A of the said Act.

SCHEDULE

Whether the stoppage of work of the following workmen by the management of the K. P. Dobary Colliery with effect from the 19th April, 1964 and again from the 24th June, 1964 was justified?

1. Shri Bira Roy, Miner.
2. Shri Jhabbu Kora, Miner.
3. Shri Biju Kora, Miner.
4. Shri Siru Kora, Miner.
5. Shri Gopal Kora, Miner.

If not, to what relief are the workmen entitled?

[No. 1/25/64-LR.II.]

S.O. 61.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Pure Dhansar Colliery, Post Office Dhansar, District Dhanbad and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Dhanbad, constituted under section 7A of the said Act.

SCHEDULE

Whether the stoppage of work of Shri P. D. Sharma, Attendance Clerk, with effect from the 24th March 1964 and again from the 20th April 1964, was caused by the management of the Pure Dhansar Colliery? If so, whether this action of the management was justified and whether the workman is entitled to any relief?

[No. 2/134/64-LR.II.]

S.O. 62.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the M/s. Assam Railways & Trading Co. Ltd., Margherita (Assam) and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Calcutta, constituted under section 7A of the said Act.

SCHEDULE

(1) Whether the management of Messrs Assam Railways and Trading Co. Ltd., Margherita was justified in not adjusting the salaries of their monthly paid staff of the Administrative office and C.M.E.'s office with retrospective effect from 26th May 1957 according to the directions contained in the relevant Awards? If not, to what relief are they entitled?

(2) Whether the said management was justified in not granting interim relief from 1st March 1963 as granted by the Wage Board for Coal Mining and V.D.A. to their C.M.E. Office staff? If not, to what relief are they entitled?

(3) Whether the said management was justified in not granting quarterly bonus to their staff in C.M.E.'s office in accordance with the Coal Mines Bonus Scheme? If not, to what relief are they entitled?

[No. 6/89/64-L.R.II.]

S.O. 63.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Rudrampur Division of Singareni Collieries Co. Ltd., Kothagudium, and their workmen in respect of the matters specified in the Schedule hereto annexed,

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal with Dr. Mir Sladat Ali Khan as the Presiding Officer with headquarters at Somajiguda, Hyderabad, and refer the said dispute for adjudication to the said Industrial Tribunal.

SCHEDULE

1. Taking into consideration the duties actually performed by Shri Jadala Vittal in No. 4 and 5 Inclines of Singareni Collieries Company Limited whether he should be placed in the scale of pay of Rs. 48—100 from 1949 and in Rs. 115—185 from 1954 onwards.

2. Whether in view of the duties actually performed by them Sarvashri Abdul Kareem and Mohd. Hafeez of No. 5 Incline of Singareni Collieries Company Ltd., are entitled for the grade of pay of Rs. 115—10—185. If so from what date?

[No. F. 7/25/64-LR.II.]

S.O. 64.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Mandamari Division, Tandur Collieries, Singareni Collieries Co. Ltd., Mandamari P.O. and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by Section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal with Dr. Mir Sladat Ali Khan as the Presiding Officer with Headquarters at Somajiguda, Hyderabad and refers the said dispute for adjudication to the said Industrial Tribunal.

SCHEDULE

(1) Whether the management of Singareni Collieries Co. Ltd., is justified in not placing the workmen *viz.* (1) Sri Abdul Rahman, (2) Sri Khaja Nasseruddin, (3) Sri Chand Anand, (4) Sri Lakkala Kofilingam, (5) Sri Medarl Sammaiah, (6) Sri Muthuri Rayanarsu, (7) Sri Chandragiri Posham, (8) Sri Rahmat Khan, (9) Sri D. Anthony, (10) Sri Peddapalli Rayabose, (11) Sri K. Chandraiah, (12) Sri G. Shanker, (13) Sri G. Madaniah, (14) Sri P. Chander Rao, (15) Sri R. Rajesham, (16) Sri Pendala Rajam employed at Kalayani Khani Mines, Mandamari Division in Category II as Tub-repairing mazdoors prior to the 1st June, 1963?

(2) If not, to what relief are the said workmen entitled?

[No. 7/28/64-LR.II.]

S.O. 65.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Singareni Collieries Co. Ltd., Ballampali (Andhra Pradesh) and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal with Dr. Mir Siadat Ali Khan as the Presiding Officer, with Headquarters at Somajiguda, Hyderabad, and refers the said dispute for adjudication to the said Industrial Tribunal.

SCHEDULE

Whether, in view of the work performed by him in the various Lamp Cabins of the Tandur Collieries of Singareni Collieries Company Ltd., Shri V. S. Murthy is eligible for the grade of Rs. 115—185 as an Inspector?

If so, from what date?

[No. 7/34/64-LR.II.]

New Delhi, the 24th December 1964

S.O. 66.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Maheshpur Colliery of Messrs Bharat Collieries Limited (Post Office Maheshpur, District Dhanbad) and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Dhanbad, constituted under section 7A of the said Act.

SCHEDULE

Whether the management of the Maheshpur Colliery of Messrs Bharat Collieries Limited was justified in terminating the lien of Shri Neman Gope, in respect of the post of Trammer and placing him in the badli list with effect from the 9th October, 1964?

If not, to what relief is the workman entitled?

[No. 2/142/64-LR.II.]

New Delhi, the 26th December, 1964

S.O. 67.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Bhatdee Colliery of Messrs Bengal Bhatdee Coal Company Limited (Post Office Mohuda, District Dhanbad), and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas, the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Dhanbad, constituted under section 7A of the said Act.

SCHEDULE

Whether the management of the Bhatdee Colliery of Messrs Bengal Bhatdee Coal Company Limited were justified in suspending Shri Harilal Mahato, Assistant Electrician from the 6th July, 1964 to the 11th July, 1964?

If not, to what relief is the workman entitled?

[No. 2/138/64-LR.II.]

New Delhi, the 28th December 1964

S.O. 68.—Whereas the Central Government is of opinion that an Industrial Dispute exist between the employers in relation to the New Ghusick Colliery of M/s. Ghusick and Muslia Collieries Ltd. P.O. Kalipahari, Burdwan and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Calcutta, constituted under section 7A of the said Act.

SCHEDULE

Whether the management of New Ghusick Colliery of M/s. Ghusick and Muslia Collieries Ltd. were justified in not allowing Sarvashri Mangroo Ram and Jewel Roy Winding Engine Khalasis to enjoy the facility of sixteen days sick leave with full wages in a year? If not, to what relief are they entitled?

[No. 6/115/64-LR.II.]

H. C. MANGHANI, Under Secy.

New Delhi, the 21st December 1964

S.O. 69.—In exercise of the powers conferred by clauses (e) and (f) of section 58 of the Mines Act, 1952 (35 of 1952), the Central Government hereby makes the following amendments to the Coal Mines Pit-head Bath Rules, 1959, the same having been previously published and referred to every Mining Board concerned as required by sub-sections (1) and (4) of section 59 of the said Act, namely:—

1. These rules may be called the Coal Mines Pit-head Bath (Amendment) Rules, 1964.

2. In clause (1) of the proviso to rule 3 of the Coal Mines Pit-head Bath Rules, 1959 (hereinafter referred to as the said rules), the following words shall be inserted at the end namely:—

“subject to such conditions, if any, as the competent authority may consider necessary to specify regarding provision of any alternative bathing facilities”.

3. In rule 12 of the said rules, the following proviso shall be inserted at the end namely:—

“Provided that the competent authority may grant exemption to any mines in respect of which the water resources are not sufficient to make provision for adequate supply of water for alternative bathing facilities”.

[No. 34/4/63/M-II.]

New Delhi, the 23rd December 1964

S.O. 70.—Whereas the National Coal Development Corporation (Private) Limited has, in pursuance of clause (ii) of sub-rule (1) of rule 3 of the Coal Mines Rescue Rules, 1959, nominated Shri J. M. Dhawan, Joint Chief Mining Engineer (Production), vice Shri P. C. Ahluwalia, Deputy Chief Mining Engineer, as a member of the Central Coal Mines Rescue Stations Committee.

Now, therefore, in pursuance of sub-rule (1) of rule 3 of the Coal Mines Rescue Rules, 1959, the Central Government hereby makes the following amendment in

the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 840 dated the 16th March, 1962, namely:—

In the said notification, in the entries relating to item 2, for the words and letters "Shri P. C. Ahluwalia, Deputy Chief Mining Engineer", the words and letters "Shri J. M. Dhawan, Joint Chief Mining Engineer (Production)" shall be substituted.

[No. 14/15/64-MI.]

R. C. SAKSENA, Under Secy.

New Delhi, the 22nd December 1964

S.O. 71.—In exercise of the powers conferred by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), the Central Government hereby makes the following Scheme further to amend the Vizagapatam Dock Workers (Regulation of Employment) Scheme, 1959, the same having been previously published as required by the said sub-section, namely:—

1. This Scheme may be called the Vizagapatam Dock Workers (Regulation of Employment) Amendment Scheme, 1964.

2. In the Vizagapatam Dock Workers (Regulation of Employment) Scheme, 1959, for sub-clause (4) of clause 2, the following sub-clause shall be substituted, namely:—

"(4) Nothing in this Scheme shall apply to any class or description of dock work and dock workers in relation to any ship of the Indian Navy."

[No. 526/35/64/Fac.]

K. D. HAJELA, Under Secy.

New Delhi, the 24th December 1964

S.O. 72.—In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (11 of 1948), and in continuation of the notification of the Government of India in the Ministry of Labour and Employment, No. S.O. 1197, dated the 20th April, 1963, the Central Government hereby directs that for a further period of two years with effect from the 27th April, 1964, the provisions of sub-section (1) of section 13 and section 14 of the said Act, in so far as they relate to the regulation of daily hours of work and payment of overtime wages respectively, shall not apply to the pound keepers employed by Cantonment Boards, subject to the condition that the working day of a pound keeper shall be so arranged that, inclusive of intervals of rest, it shall not spread over more than twelve hours on any day.

[No. LWI(I) 8(3)/64.]

A. K. PALIT, Under Secy.

MINISTRY OF STEEL AND MINES

(Department of Mines and Metals)

New Delhi, the 19th December 1964

S.O. 73.—Whereas in pursuance of the Notification of the Government of India in the late Ministry of Steel, Mines and Fuel (Department of Mines and Fuel) No. S.O. 1536 dated the 10th May, 1962, under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957, (20 of 1957) the Central Government acquired 91.20 Acres of Lands in Villages Keshawanagar, Gorakhnathpur and Sheonandanpur P.S. Jainagar, Tahsil Surajpur, Distt: Surguja (M.P.);

Whereas Sri Shyam Lal Gupta son of Sri Balgovind Gupta of Village Sheonandanpur, Tahsil Surajpur Distt. Surguja (M.P.) the interested person under section 13 of the said Act, furnished his claim for compensation payable for acquisition of his lands before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by the aforesaid claimant under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri M. Z. Hasan, District and Sessions Judge, Bilaspur, for the purpose of determining the amount of compensation payable to the interested person.

[No. C2-22(2)/61.]

S.O. 74.—Whereas in pursuance of the Notification of the Government of India in the late Ministry of Steel, Mines and Fuel (Department of Mines and Fuel) No. S.O. 1536 dated the 10th May, 1962, under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), the Central Government acquired 91.20 Acres of Lands in Villages Keshawanagar, Gorakhnathpur and Sheonandanpur, P.S. Jainagar, Tahsil Surajpur, Distt. Surguja (M.P.);

Whereas Sri Sheonarayan Gupta son of Sri Ramswarath Gupta of Village Satapatta, Tahsil Surajpur, Distt. Surguja (M.P.), the interested person under section 13 of the said Act, furnished his claim for compensation payable for acquisition of his lands before the competent authority;

And whereas the amount of compensation offered by the competent authority has been accepted by the aforesaid claimant under protest and there is a dispute as to the sufficiency of the amount of compensation offered;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri M. Z. Hasan, District and Sessions Judge, Bilaspur, for the purpose of determining the amount of compensation payable to the interested person.

[No. C2-22(2)/61.]

New Delhi, the 24th December 1964

S.O. 75.—Whereas the Central Government, under the Notification of the Government of India in the late Ministry of Steel, Mines and Fuel (Department of Mines and Fuel) No. S.O. 2978 dated the 8th December, 1961, issued under section 9 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1957), has acquired the mining rights in villages Balkudra, Kurse, Deoria-Pargawan, Matkuma and Ladi, P. S. Ramgarh in the District of Hazaribagh;

2. And whereas Messrs. Karanpura Development Company Limited, Chartered Bank Building, Calcutta-1 furnished a claim before the competent authority;

3. And whereas the claim was rejected by the competent authority as it was found that Messrs. Karanpura Development Company Limited could not be called a "person interested" within the meaning of that expression in clause (d) of section 2 of the said Act on the date of the aforesaid Notification;

4. And whereas a dispute in regard to the said claim has, therefore, arisen;

5. Now, therefore, in exercise of the powers conferred under sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri R. P. Sinha, Additional Judicial Commissioner, Ranchi, and refers the said dispute to it for decision.

[No. C2-20(4)/61.]

S.O. 76.—Whereas the Central Government, under the Notification of the Government of India in the late Ministry of Steel, Mines and Fuel (Department of Mines and Fuel) No. S.O. 1129 dated the 2nd April, 1962, issued under section 9 of the Coal Bearing (Acquisition and Development) Act, 1957 (20 of 1957), has acquired the mining rights in village Dari, P.S. Mandu in the District of Hazaribagh;

And whereas Messrs. Karampura Development Company Limited, Chartered Bank Building, Calcutta-1 furnished a claim before the competent authority;

And whereas the claim was rejected by the competent authority as it was found that Messrs. Karampura Development Company Limited, could not be called a "person interested" within the meaning of that expression in clause (d) of section 2 of the said Act on the date of the aforesaid Notification;

And whereas a dispute in regard to the said claim has, therefore, arisen;

Now, therefore, in exercise of the powers conferred under sub-section (2) of section 14 of the said Act, the Central Government hereby constitutes a Tribunal consisting of Shri R. P. Sinha, Additional Judicial Commissioner, Ranchi, and refers the said dispute to it for decision.

[No. C2-20(16)/60.]

K. SUBRAHMANYAN, Under Secy.

(Department of Iron and Steel)

New Delhi, the 23rd December 1964

S.O. 77/ESS.COMM/IRON & Steel/64.—The following Notification issued by the Iron and Steel Controller under Sub-clause 1 of Clause 27 of the Iron and Steel (Control) Order, 1956 is published for general information:—

"NOTIFICATION

In exercise of the powers conferred by Sub-clause (1) of Clause 27 of the Iron and Steel (Control) Order, 1956 as amended from time to time and with the approval of the Central Government, the Iron and Steel Controller hereby notifies the following amendment to the classification of Defective billets as published under the former Ministry of Steel, Mines and Heavy Engineering (Department of Iron & Steel), New Delhi's Notification No. S.O. 731/ESS.COMM/IRON & STEEL/64 dated 29th February 1964 published in Part II Section 3 Sub-section (ii) of the Gazette of India Extraordinary dated 1st March 1964.

(E)—Schedule No. V

Part IA—Fresh Unused Defectives

FOR

1. Billets, Defective or rejected over 100 mm.

READ

1. Billets, Defective or rejected upto 125 mm.

(Sd.) NAGENDRA BAHADUR, Iron and Steel Controller."

[No. SC(Q)-2(20)/64.]

A. N. RAJAGOPALAN, Under Secy.

MINISTRY OF INDUSTRY AND SUPPLY

(Department of Industry)
(Indian Standards Institution)

New Delhi the 9th December 1964

S. O. 78.—In pursuance of sub-regulation (1) of regulation 8 of the Indian Standards Institution (Certification Marks) Regulations, 1955, as amended in 1961, 1962 and 1964, the Indian Standards Institution hereby notifies that thirty-nine licences, particulars of which are given in the Schedule hereto annexed, have been renewed.

THE SCHEDULE

Serial No.	Licence No. and date	Period of Validity		Name and Address of the Licensee	Article(s) covered by the Licence	Relevant Indian Standard
		From	To			
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	CM/L-34 4-II-1957.	15-II-64	15-II-65	The National Insulated Cable Co. of India Ltd., Shamnagar (24 Parganas, West Bengal) having their Regd. Office at Nicco House, Hare Street, Calcutta-1.	Hard-Drawn Copper Conductors.	IS: 282-1963 Specification for Hard-Drawn Copper Conductors for Over head Power Transmission (Revised).
2	CM/L-35 4-II-1957.	16-II-64	15-II-65	The National Insulated Cable Co. of India Ltd., Shamnagar (24-Parganas, West Bengal) having their Regd. Office at Nicco House, Hare Street, Calcutta-1.	Bare Annealed Copper Wire.	IS : 396-1953 Specification for Bare Annealed High Conductivity Copper Wire for Electrical Machinery and Apparatus (Tentative).
3	CM/L-36 4-II-1957.	16-II-64	15-II-65	The National Insulated Cable Co. of India Ltd., Shamnagar (24-Parganas, West Bengal) having their Regd. Office at Nicco House, Hare Street, Calcutta-1.	Hard-Drawn Stranded Aluminium & Steel Cored Aluminium Conductors for Overhead Power Transmission Purposes.	IS: 398-1961 Specification for Hard-Drawn Stranded Aluminium & Steel Cored Aluminium Conductors for Overhead Power Transmission Purposes (Revised).
4	CM/L-37 4-II-1957.	15-II-64	15-II-65	The National Insulated Cable Co. of India Ltd., Shamnagar (24-Parganas, West Bengal) having their Regd. Office at Nicco House, Hare Street, Calcutta-1.	Rubber-Insulated Cables & Flexible Cords for Electric Power and Lighting (For Working Voltages Up to and Including 11 kV.).	IS: 434-1953 Specification for Rubber Insulated Cables & Flexible Cords for Electric Power and Lighting (For Working Voltages Upto and Including 11 kV.).

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5	CM/L-38 4-11-1957.	16-11-64	15-11-65	The National Insulated Cable Co. of India Ltd., Shamnagar (24-Parganas, West Bengal) having their Registered Office at Nicco House, Hare Street, Calcutta-1.	Cotton Covered High Conductivity Annealed Round Copper Wire.	IS: 450-1952 Specification for Cotton Covered High Conductivity Annealed Round Copper Wire.
6	CM/L-39 4-11-1957.	16-11-64	15-11-65	M/s. Rashtriya Metal Industries Ltd., Kurla Road, Andheri (East), Bombay-41.	Wrought Aluminium and Aluminium Alloy for Utensils.	IS: 21-1959 Specification for Wrought Aluminium and Aluminium Alloys for Utensils (<i>Second Revision</i>).
7	CM/L-40 4-11-1957	16-11-64	15-11-65	M/s. Rashtriya Metal Industries Ltd., Kurla Road, Andheri (East), Bombay-41.	Wrought Aluminium and Aluminium Alloy Sheets, Strips and circles.	IS: 21-1959 Specification for Wrought Aluminium and Aluminium Alloys for Utensils (<i>Second Revision</i>).
8	CM/L-105 31-10-1958.	17-11-64	16-11-65	M/s. Sylvan Plywood Mills, Kottayam (Kerala.)	Tea-Chest Plywood Panels.	IS: 10-1953 Specification for Plywood Tea-Chest (<i>Revised</i>).
9	CM/L-106 4-11-1958.	17-11-64	15-11-65	The Mysore Chemical Manufacturers Ltd., Chikbanawar P.O., Bangalore Distt.	Copper Sulphate, Technical	IS: 261-1950 Specification for Copper Sulphate, Technical.
10	CM/L-107 4-11-1958	17-11-64	16-11-65	The Assam Veneer & Saw Mills Ltd., 9, Clive Row, Calcutta-1.	Tea-Chest Plywood Panels	IS: 10-1953 Specification for Plywood Tea-Chests (<i>Revised</i>).
11	CM/L-109 4-11-1958.	17-11-64	15-11-65	M/s. Savlar Paint & Varnish Works, Vihar Lake Road, Saki Naka, Kurla, Bombay-37.	(i) Oil Paste for Paints to Indian Standard Colours. (ii) Oil Paste for Paints to Indian Standard Colours. (iii) Oil Paste for Paints, Zinc Oxide. (iv) Oil Paste for Paints, Zinc Oxide, Reduced.	IS: 92-1950 Specification for Oil Paste for Paints to Indian Standards Colours. IS: 93-1952 Specification for Oil Paste for Paints to Indian Standard Colours. IS: 98-1950 Specification for Oil Paste for Paints, Zinc Oxide. IS: 99-1950 Specification for Oil Paste for Paints, Zinc Oxide, Reduced.
12	CM/L-123 21-5-1959.	1-12-64	30-11-65	M/s. Purushotham Geculdes Plywood Company, Pappinisseri (Kerala State.)	Tea-Chest Plywood Panels.	IS: 10-1953 Specification for Plywood Tea-Chest (<i>Revised</i>).
13	CM/L-194 30-5-1960	15-6-64	14-6-65	M/s. Enco Plywood and Sawmill Industries, Siliguri, P. O. Siliguri, Distt. Darjeeling.	Plywood for General Purposes.	IS: 303-1960 Specification for Plywood for General Purposes (<i>Revised</i>).
14	CM/L-195 30-5-1960.	15-6-64	14-6-65	M/s. Western India Plywoods Ltd., Baliapatam, Cannanore Distt., Kerala State.	Plywood for General Purposes.	IS: 303-1960 Specification for Plywood for General Purposes (<i>Revised</i>).

15	CM/L-217 31-8-1960.	10-11-64	31-10-65	M/s. Tata-Fison Ltd., 20 Howrah Road, Salkia, Calcutta.	DDT. Water Dispersible Powder Concentrates.	IS: 565-1961 Specification for DDT Water Dispersible Powder Concentrates (Revised)
16	CM/L-243 23-11-1960.	1-12-64	30-11-65	M/s. Hindustan Tin Works Private Ltd., G. T. Road, Ghaziabad.	18, Litre Square Tins.	IS: 916-1958 Specification for 18-Litre Square Tins.
17	CM/L-302 25-5-1961.	1-12-64	30-11-65	M/s. National Plywood Industries, 6, Gorapada Sarkar Lane, Calcutta-4.	Tea-Chest Plywood Panels.	IS: 10-1953 Specification for Plywood Tea-Chests (Revised.)
18	CM/L-351 31-10-1961.	17-11-64	16-11-65	M/s. Bharat Wood Works, P.O. Dibrugarh, Assam.	Tea-Chest Plywood Panels.	IS: 10-1953 Specification for Plywood Tea-Chests (Revised.)
19	CM/L-352 31-10-1961.	15-11-64	15-11-65	M/s. Devidayal Cable Industries Private Ltd., Gupta Mills Estate, Darukhana, Reay Road, Bombay-10.	PVC Cables, 250 and 650 Volts Grades with Copper or Aluminium Conductors.	IS: 694-1960 Specification for PVC Cables and Cords for Electric Power and Lighting for Working Voltages UP to and Including 650 Volts to Earth (Tentative, Amended)
20	CM/L-358 20-11-1961.	1-12-64	30-11-65	M/s. Indian Traders Private Limited, Industrial Area, Najafgarh Road, New Delhi-15.	Vulcanized Rubber Insulated (VIR) Cables, Taped/Untaped, Braided and Compounded 250 and 660 Volts Grades, Weather-proof 250 & 660 Volts Grades and TRS (Tough Rubber Sheathed) 250 Volts Grade with Copper Conductors only.	IS: 434-1953 Specification for Rubber-Insulated Cables & Flexible Cords for Electric Power and Lighting (for Working Voltages UP to and Including 11 kV.)
21	CM/L-359 20-11-1961.	1-12-64	30-11-65	M/s. Burmah-Shell Oil Storage & Distributing Co. of India Ltd., Burmah-Shell House, Ballard Estate, Bombay-1.	Dieldrin Emulsifiable Concentrates	IS: 1054-1957 Specification for Dieldrin Emulsifiable Concentrates.
22	CM/L-464 24-10-1962.	15-11-64	15-11-65	M/s. Geo Industries & Insecticides (India) Pvt. Ltd., Field No. 82/3(a) Sathankadu, Kaladipet, Madras-19.	BHC Water Dispersible Powder Concentrates.	IS: 562-1962 Specification for BHC Water Dispersible Powder Concentrates (Second Revision)
23	CM/L-467 30-10-1962.	15-11-64	15-11-65	M/s. Shalimar Tar Products (1935) Limited, 26, Lake Road, Bhandup, Bombay-78 having their Office at 6 Lyons Range, Calcutta.	Bitumen Felts for Waterproofing and Damp-Proofing Type 3 Grades 1 and 2.	IS: 1322-1959 Specification for Bitumen Felts for Waterproofing and Damp-Proofing.
24	CM/L-468 30-10-1962.	15-11-64	15-11-65	M/s. Prabhat Udyog Ltd., Prabhat Udyog Nagar, Ghodbunder Road, Jogeshwari, Bombay-60 having their Office at Noble Chambers, Parsi Bazar Street, Fort, Bombay-1.	Oil Pressure Lanterns	IS: 1384-1959 Specification for Oil Pressure Lanterns.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
25	CM/L-471 2-11-1962	11-15-64	15-11-65	M/s. Prabhat Udyog Ltd., Prabhat Udyog Nagar, Ghodbunder Road, Jogeshwari, Bombay-60 having their Office at Noble Chambers, Parsi Bazar Street, Fort, Bombay-1.	Blow Lamps.	IS: 1899-1961 Specification for Blow Lamps.
26	CM/L-472 16-11-1962	1-12-64	30-11-65	M/s. Bharat Sheet Metal Industries Ltd., 22 Beerapara Lane, Ghugudanga Dum Dum, Calcutta.	Steel Drums of Grade B2 only	IS: 2552-1963 Specification for Steel Drums (Galvanized and Ungalvanized)
27	CM/L-473 20-11-1962	1-12-64	30-11-65	M/s. Chandra Electricals, S2/638 Chub Road, Varanasi Cantt.	AC and Universal Fractional Horse Power Motors 1/36 to 1 HP only.	IS: 996-1959 Specification for Small AC and Universal Electric Motors with Class 'A' Insulation.
28	CM/L-564 19-7-1963	1-12-64	30-11-65	M/s. Associated Tube Wells (India) Pvt. Ltd., Modinagar having their Office at 12 Scindia House, New Delhi.	Flushing Cisterns High level	IS: 774-1960 Specification for Flushing Cisterns for Water Closets and Urinals (Valveless Siphonic Type) (Revised).
29	CM/L-575 30-8-1963	1-10-64	30-9-65	M/s. Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1, Distt. Durg (Madhya Pradesh) having their Registered Office at P.O. Hinoo, Ranchi.	Structural Steel (Fusion Welding Quality).	IS: 2062-1962 Specification for Structural Steel (Fusion Welding Quality)
30	CM/L-583 24-9-1963	1-12-64	30-11-65	M/s. Standard Flour & Oil Mills Private Ltd., Gani Basoda (M.P.)	Maida, Grade I.	IS: 1009-1957 Specification for Maida.
31	CM/L-589 14-10-1963	15-11-64	15-11-65	M/s. P.V.C. Wires & Cables Private Ltd., 1 Ishan Ghosh Road, Calcutta-8.	PVC Insulated Cables Only, 250 and 650 Volts Grades with Copper Conductors only.	IS: 694-1960 Specification for PVC Cables and Cords for Electric Power and Lighting for Working Voltages Up to and Including 650 Volts to Earth (Tentative, Amended)
32	CM/L-591 21-10-1963	15-11-64	15-11-65	M/s. Shalimar Tar Products (1935) Ltd., 26 Lake Road, Bhandup, Bombay-71 having their Office at 16 Bank Street, Bombay-1.	Bitumen (Plastic) for Waterproofing Purposes.	IS: 1580-1960 Specification for Bitumen (Plastic) for Waterproofing Purposes.
33	CM/L-592 21-10-1963	15-11-64	15-11-65	M/s. Shalimar Tar Products (1935) Limited, 26 Lake Road, Bhandup, Bombay-71 having their Office at 16 Bank Street, Bombay-1.	Preformed Fillers for Expansion Joint in Concrete Non-Extruding and Resilient Type (Bitumen-Impregnated Fibre).	IS: 1838-1961 Specification for Preformed Fillers for Expansion Joint in Concrete Non-Extruding and resilient Type (Bitumen-Impregnated Fibre).

34	CM/L-593 28-10-1963	15-11-64	15-11-65	The Metal Box Company of India Limited, Jeppo, Mangalore having their Office at Barlow House, 59C Chowringhee Road, Calcutta-20.	18-Litre Square Tins	IS:916-1958 Specification for 18-Litre Square Tins.
35	CM/L-594 29-10-1963	15-11-64	15-11-65	M/s. Bombay Switchgear, Laxmi Woollen Mills Estate Shakti Mills Lane, Off Haines Road, Mahalaxmi, Bombay-11.	Metal Clad Switches, 15 Amp 250 Volts 15 Amp 500 Volts and 30 Amp 500 Volts Grade	IS: 1567-1960 Specification for Metal Clad Switches (Current Rating not Exceeding 100 Amperes).
36	CM/L-595 30-10-1963	1-12-64	30-11-65	M/s. Pesticides India, Udaisagar Road, Udaipur.	Endrine Emulsifiable Concentrates.	IS:1310-1958 Specification for Endrin Emulsifiable Concentrates.
37	CM/L-596 30-10-1963	1-12-64	30-11-65	M/s. Pesticides India, Udaisagar, Road, Udaipur.	DDT Water Dispersible Powder Concentrates.	IS: 565-1961 Specification for DDT Water Dispersible Powder Concentrates.
38	CM/L-597 31-10-1963	1-12-64	30-11-65	M/s. Camlin Private Limited, Kondivata, Near Marol Bazar, Andheri Kurla Road, Bombay-59 having their Office at 210 Lady Jamshedji Road, Bombay-16.	Ink, Drawing, Waterproof, Black.	IS: 789-1955 Specification for Ink, Drawing, Waterproof, Black.
39	CM/L-598 7-11-1963	1-12-64	30-11-65	M/s. Skytone Electrical (India), 43 Industrial Area Faridabad having their Head Office at 2655 Sadar Thana Road, Delhi-6.	(i) PVC Cables with Copper conductors only, 250 and 650 Volts Grades. (ii) PVC Insulated Flexible Cords with Copper Conductors only, 250 Volts Grade.	IS: 694-1960 Specification for PVC Cables and Cords for Electric Power and Lighting for Working Voltages Up to and Including 650 Volts to Earth (<i>Tentative Amended</i>).

[No. MD/33 : 16/A]

S.O. 79.—In pursuance of sub-regulation (1) of regulation 8 of the Indian Standards Institution (Certification Marks) Regulations, 1955, the Indian Standards Institution hereby notifies that one hundred and fifty-five licences, particulars of which are given in the Schedule hereto annexed, have been granted authorizing the licensees to use the Standard Mark.

THE SCHEDULE

Sl. No.	Licence No. and Date	Period of Validity		Name and Address of the Licensee	Article/Process	Covered by the Licence	Relevant Indian Standard
		From	To				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1	CM/L-823 2-11-1964	16-11-64	15-11-65	M/s. Swadeshi Industries Ltd., 33 Netaji Subhas Road, Calcutta.	Structural Steel (Standard Quality) for sections below 14 mm dia or square and other sections of equivalent area.	IS: 226-1962 Specification for Structural Steel (Standard Quality) (<i>Third Revision</i>).	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
2	CM/L-824 2-11-1964	16-11-64	15-11-65	M/s. Swadeshi Industries Ltd., 33 Netaji Subhas Road, Calcutta.	Structural Steel (Ordinary Quality) for sections below 14 mm dia or square and other sections of equivalent area.	IS:1977-1962 Specification for Str- uctural Steel (Ordinary Quality)
3	CM/L-825 2-11-1964	16-11-64	15-11-65	M/s. Ram Tirath Iron & Steel Re- rolling Mills, Mandi Gobindgarh (Punjab).	Structural Steel (Standard Quality)	IS:226-1962 Specification for Struc- tural Steel (Standard Quality) (Third Revision).
4	CM/L-826 2-11-1964	16-11-64	15-11-65	M/s. Rani Tirath Iron & Steel Re- rolling Mills, Mandi Gobindgarh, (Punjab).	Structural Steel (Ordinary Quality)	IS:1977-1962 Specification for Structural Steel (Ordinary Quality).
5	CM/L-827 2-11-1964	16-11-64	15-11-65	M/s. Jindal Steel Works, Malerkotla	Structural Steel (Standard Quality)	IS: 226-1962 Specification for Structural Steel (Standard Qua- lity) (Third Revision).
6	CM/L-828 2-11-1964	16-11-64	15-11-65	M/s. Jindal Steel Works, Malerkotla	Structural Steel (Ordinary Quality)	IS-1977-1962 Specification for Structural Steel (Ordinary Qua- lity).
7	CM/L-829 2-11-1964	16-11-64	15-11-65	M/s. National Industrial Corpora- tion, Warden House (First Floor), Sir Firozeshah Mehta Road, Fort, Bombay.	Structural Steel (Standard Quality)	IS: 226-1962 Specification for Structural Steel (Standard Qua- lity) (Third Revision).
8	CM/L-830 2-11-1964	16-11-64	15-11-65	M/s. National Industrial Corpora- tion, Warden House (First Floor), Sir Firozeshah Mehta Road, Fort, Bombay.	Structural Steel (Ordinary Quality)	IS: 1977-1962 Specification for Structural Steel (Ordinary Qua- lity).
9	CM/L-831 2-11-1964	16-11-64	15-11-65	M/s. Aggarwal Hardware Works Ltd., 167, Chittaranjan Avenue, Calcutta.	Structural Steel (Standard Quality) for sections below 14 mm dia or square and other sections of equivalent area.	IS: 226-1962 Specification for Structural Steel (Standard Qua- lity) (Third Revision).
10	CM/L-832 2-11-1964	16-11-64	15-11-65	M/s. Aggarwal Hardware Works, Private Ltd., 167 Chittaranjan Avenue, Calcutta.	Structural Steel (Ordinary Quality) for section below 14 mm dia or square and other sections of equivalent area.	IS: 1977-1962 Specification for Structural Steel (Ordinary Qua- lity).
11	CM/L-833 2-11-1964	16-11-64	15-11-65	The Kandivli Metal Works, Chit- tabhai Petal Road, Kandivli (East), Bombay-67 having their Office at Dhobiwadi Thakurdar, Bombay-2.	Wrought Aluminium and Alumi- nium Alloy Utensils.	IS: 21-1959 Specincation for Wrought Aluminium and Aluminium Alloy for Utensils (Second Revision).

12	CM/L-834 9-11-1964	1-12-64	30-11-65	M/s. Special Steel Limited, Dattapara Road, Borivli (East), Bombay-66.	Steel Wire for the Core of Steel-Cored Aluminium Conductors for Overhead Power Transmission Purposes.	IS: 398-1961 Specification for Hard-Drawn Stranded Aluminium and Steel-Cored Aluminium Conductors for Overhead Power Transmission Purposes (<i>Revised</i>).
13	CM/L-835 10-11-1964	16-11-64	15-11-65	The Hindusthan Iron and Steel Co., 8 Rajendra Deb Road, Calcutta.	Structural Steel (Standard Quality) of the following sections only: (1) M.S. Rounds up to 16 mm. dia and over 28 mm. dia. (2) M.S. Squares Up to 14 mm. sq and over 28 mm. sq. (3) M.S. Angles, flats etc., where the cross-sectional area of the sample does not exceed 200 sq. mm.	IS: 226-1962 Specification for Structural Steel (Standard Quality) (<i>Third Revision</i>).
14	CM/L-836 10-11-1964	16-11-64	15-11-65	The Hindusthan Iron & Steel Co., 8 Rajendra Deb Road, Calcutta.	Structural Steel (Ordinary Quality) of the following sections only: (1) M.S. Rounds Up to 16 mm. dia and over 28 mm. dia. (2) M.S. Squares Up to 14 mm. sq and over 28 mm. sq. (3) M.S. Angles, flats etc. where the cross-sectional area of the sample does not exceed 200 sq. mm.	IS: 1977-1962 Specification for Structural Steel (Ordinary Quality).
15	CM/L-837 23-11-1964	16-11-64	15-11-65	M/s. Lucky Acid & Chemical Works, 32/2 Murari Pukur Road, Calcutta-4.	Nitric Acid, Analytical Reagent Grade	IS-264-1950 Specification for Nitric Acid
16	CM/L-838 23-11-1964	1-12-64	30-11-65	M/s. Associated Industrial Corporation, 39 Factory Area, Fazalganj, Kanpur.	18-Litre Square Tins	IS: 916-1958 Specification for 18-Litre Square Tins.
17	CM/L-839 23-11-1964	1-12-64	30-11-65	M/s. Industrial Research Corporation, 2/70 East Mada Street, Thiruvanniyur, Madras-41.	Dye-Based Fountain Pen Ink (Blue, Green and Red).	IS: 1221-1957 Specification for Dye-Based Fountain Pen Ink (Blue, Green, Violet, Black and Red).
18	CM/L-840 1-11-1964	1-12-64	30-11-65	M/s. Shamsher Sterling Cable Corporation Ltd., Kiroi-Ghatkopar, Bombay-77 having their Registered Office at Vaswani Mansions, Dinsha Wacha Road, Bombay-1.	PVC Insulated Cables, 250Volts Grade (With Copper Conductors only).	IS-694-1960 Specification for PVC Cables and Cords for Electric Power and Lighting for Working Voltages Up to and Including 650 Volts to Earth (<i>Tentative, Amended</i>).

	(3)	(4)	(5)	(6)	(7)
19	CM/L-841 25-11-1964	16-12-64	15-11-65	The Chemi-Mineral Mills, Chakravarti Ashok Road, Industrial Estate, Kandivli (East), Bombay-67 having their office at 7-A Dean Lane, Fort, Bombay-1.	BHC Water Dispersible Powder Concentrates. IS:562-1962 Specification for BHC Water Dispersible Powder Concentrates (<i>Second Revision</i>).
20	CM/L-842 28-11-1964	1-12-64	30-11-65	M/s. Bengal Jute Mills Co. Ltd., 493 G.T. Road, (North), Shibpur, Howrah having their office at 8 Dalhousie Square East, Calcutta-1.	Jute Hessian IS: 2818-1964 Specification for Indian Hessian.
21	CM/L-843 28-11-1964	1-12-64	30-11-65	M/s. Bengal Jute Mills Co. Ltd., 493 G.T. Road, (North), Shibpur, Howrah having their office at 8 Dalhousie Square East, Calcutta-1.	Jute Sackings IS: 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS: 2874-1964 Specification for Heavy Cee Jute Bags. IS: 2875-1964 Specification for Jute Corn Sacks.
22	CM/L-844 28-11-1964	1-12-64	30-11-65	M/s. Barnagore Jute Factory Co. Ltd., 284 Maharaja Nandakumar Road, Alambazar, Calcutta-35 having their Registered Office at 4 Clive Row, Calcutta-1.	Jute Hessian IS:2818-1964 Specification for Indian Hessian.
23	CM/L-845 28-11-1964.	1-12-64	30-11-65	M/s. Barnagore Jute Factory Co. Ltd., 284 Maharaja Nandakumar Road, Alambazar, Calcutta-35 having their Registered Office at 4 Clive Row, Calcutta-1.	Jute Sackings IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks. IS:2818-1964 Specification for Indian Hessian.
24	CM/L-846 28-11-1964.	1-12-64	30-11-65	M/s. Kanknarrah Co., Ltd., 1, Clark Ghat Road, Bhatpara, 24 Parganas having their Office at 4 Clive Row, Calcutta-1.	Jute Hessian IS:2875-1964 Specification for Jute Corn Sacks. IS:2818-1964 Specification for Indian Hessian.
25	CM/L-847 28-11-1964.	1-12-64	30-11-65	M/s. Kanknarrah Co. Ltd., 1 Clark Ghat Road, Bhatpara, 24 Parganas having their Office at 4 Clive Row, Calcutta-1.	Jute Sackings IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.

26	CM/L-848 . 28-11-64.	1-12-64	30-11-65	M/s Kamarhatty Co. Ltd., 907 Graham Road, Kamarhatty 24 Parganas having their Office at 4 Clive Row, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification Indian Hessian	for
27	CM/L-849 . 28-11-1964.	1-12-64	30-11-65	M/s Kamarhatty Co. Ltd., 907 Graham Road, Kamarhatty, 24 Parganas having their Office at 4 Clive Row, Calcutta-1.	Jute Sackings	IS:1943-1944 Specification A-Twill Jute Bags (Revised). IS:2874-1964 Specification Heavy Cee Jute Bags. IS:2875-1964 Specification Jute Corn Sacks.	for for for
28	CM/L-850 . 28-11-1964.	1-12-64	30-11-65	M/s Howrah Mills Co. Ltd., 493/ C/A, G.T. Road, South Howrah having their Office at 4 Clive Row, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification India Hessian.	for
29	CM/L-851 . 28-11-1964.	1-12-64	30-11-65	M/s. Howrah Mills Co. Ltd., 493/ C/A, G. T. Road, South Howrah having their Office at 4 Clive Row, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification A-Twill Jute Bags (Revised). IS:2874-1964 Specification Heavy Cee Jute Bags. IS:2875-1964 Specification Jute Corn Sacks.	for for for
30	CM/L-852 23-11-1964	1-12-64	30-11-65	M/s. Budge Budge Jute Mills Co. Ltd., 57 Maulana Azad Road, Budge Budge, Calcutta having their Office at 8 Clive Row, Calcutta-1.	Jute Hessian	IS: 2818-1964 Specification Indian Hessian.	for
31	CM/L-853 . 28-11-1964.	1-12-64	30-11-65	M/s. Budge Budge Jute Mills Co. Ltd., 57 Maulana Azad Road, Budge Budge, Calcutta having their Office at 8 Clive Row, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification A-Twill Jute Bags (Revised). IS:2874-1964 Specification Heavy Cee Jute Bags. IS:2875-1964 Specification Jute Corn Sacks.	for for for
32	CM/L-854 28-11-1964.	1-12-64	30-11-65	M/s. Delta Jute Mills Co. Ltd., Manikpore, Sankrail, Howrah having their Office at 8 Clive Row, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.	for
33	CM/L-855 . 28-11-1964.	1-12-64	30-11-65	M/s. Delta Jute Mills Co. Ltd., Manikpore, Sankrail, Howrah having their Office at 8 Clive Row, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification A-Twill Jute Bags (Revised). IS:2874 1964 Specification Heavy Cee Jute Bags. IS:2875-1964 Specification Jute Corn Sacks.	for for for

34	CM/L-856 . 28-11-1964.	1-12-64	30-11-65	M/s. Cheviot Jute Mills Co. Ltd., Badekalinagar, Budge-Budge, Calcutta having their Office at 8 Clive Row, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification Indian Hessian.	for
35	CM/L-857 . 28-11-1964.	1-12-64	30-11-65	M/s. Cheviot Jute Mills Co. Ltd., Badekalinagar, Budge-Budge, Calcutta having their Office at 8 Clive Row, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification Heavy Cee Jute Bags. IS:2875-1964 Specification Jute Corn Sacks. IS:2818-1964 Specification Indian Hessian.	for for for for
36	CM/L-858 . 28-11-1964.	1-12-64	30-11-65	M/s. Auckland Jute Co. Ltd., Jagatdal, 24 Parganas having their Office at Chartered Bank Building, Calcutta-1	Jute Hessian	IS:1943-1964 Specification A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification Heavy Cee Jute Bags. IS:2875-1964 Specification Jute Corn Sacks. IS:2818-1964 Specification Indian Hessian.	for for for for
37	CM/L-859 28-11-1964	1-12-64	30-11-65	M/s Auckland Jute Co. Ltd., Jagatdal, 24 Parganas having their Office at Chartered Bank Building, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification Heavy Cee Jute Bags. IS:2875-1964 Specification Jute Corn Sacks. IS:2818-1964 Specification Indian Hessian.	for for for for
38	CM/L-860 . 28-11-1964.	1-12-64	30-11-65	The Dalhousie Jute Co. Ltd., Champdany, Dist. Hooghly having their Office at Chartered Bank Building, Calcutta-1.	Jute Hessian	IS: 2818-1964 Specification Indian Hessian.	for
39	CM/L-861 . 28-11-1964.	1-12-64	30-11-65	The Kinnison Jute Mills Co. Ltd., Titaghur, 24 Parganas having their Office at Chartered Bank Building, Calcutta-1.	Jute Hessian	IS:1943-1964 Specification A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification Heavy Cee Jute Bags. IS:2875-1964 Specification Jute Corn Sacks. IS:2818-1964 Specification Indian Hessian.	for for for for
40	CM/L-862 . 28-11-1964.	1-12-64	30-11-65	The Kinnison Jute Mills Co. Ltd., Titaghur, 24 Parganas having their Office at Chartered Bank Building, Calcutta-1.	Jute Sackings		
41	CM/L-863 . 28-11-1964.	1-12-64	30-11-65	The Lansdowne Jute Co. Ltd., Champdany, Distt. Hooghly (Dalhousie Jute Co. Ltd.), having their Office at Char- tered Bank Building, Calcutta-1.	Jute Hessian		

42	CM/L-862 . 28-11-1964.	1-12-64	30-11-65	M/s. J. Vrence Jute Co. Ltd., Chartered Bank Building, Calcutta-1 (Factory at Jagatdal, 24 Parganas under the Style of M/s. Auckland Jute Mills Ltd.).	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
43	CM/L-865 . 28-11-1964.	1-12-64	30-11-65	The Northbrook Jute Co. Ltd., Champdany, Distt. Hooghly, having their Office at Chartered Bank Building, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
44	CM/L-866 . 28-11-1964.	1-12-64	30-11-65	The Northbrook Jute Co. Ltd., Champdany, Distt. Hooghly having their Office at Chartered Bank Building, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
45	CM/L-867 . 28-11-64.	1-12-64	30-11-65	The Standard Jute Co. Ltd., Tina- ghur, 24 Parganas having their Office at Chartered Bank Building, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
46	CM/L-868 . 28-11-1964.	1-12-64	30-11-65	M/s. Union Jute Co. Ltd., 12, Convent Lane, Calcutta-15 having their Office at Chartered Bank Building, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
47	CM/L-869 . 28-11-64	1-12-64	30-11-65	The Gourepore Co. Ltd., Garifa, 24 Parganas having their Office at 2, Fairlie Place, Cal- cutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
48	CM/L-870 . 28-11-1964.	1-12-64	30-11-65	The Gourepore Co. Ltd., Garifa, 24 Parganas having their Office at 2, Fairlie Place, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
49	CM/L-871 . 28-11-1964.	1-12-64	30-11-65	The Nuddea Mills Co. Ltd., Naihati, 24 Parganas having their Office at 2, Fairlie Place, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
50	CM/L-872 . 28-11-1964.	1-12-64	30-11-65	The Nuddea Mills Co. Ltd., Naihati, 24 Parganas having their Office at 2, Fairlie Place, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.

1	2	3	4	5	6	7
51	CM/L-873 28-11-1964	1-12-64	30-11-65	M/s. National Co. Ltd., Rajgunj, Jute Hessian Andul, Howrah having their Office at 18A, Brabourne Road, Calcutta-1.		IS:2818-1964 Specification for Indian Hessian.
52	CM/L-874 28-11-1964.	1-12-64	30-11-65	M/s. National Co. Ltd., Rajgunj, Jute Sackings Andul, Howrah having their Office at 18A, Brabourne Road, Calcutta-1.		IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
53	CM/L-875 28-11-1964.]	1-12-64	30-11-65	M/s. Angus Co. Ltd., P. O. Angus, Jute Hessian Hooghly having their Office at 3, Clive Row, Calcutta-1.		IS:2818-1964 Specification for Indian Hessian
54	CM/L-876 28-11-1964.	1-12-64	30-11-65	M/s. Angus Co. Ltd., P. O. Angus, Jute Sackings Hooghly having their Office at 3, Clive Row, Calcutta-1.		IS: 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS: 2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
55	CM/L-877 28-11-1964.	1-12-64	30-11-65	M/s. Samnuggur Jute Factory Jute Hessian Co. Ltd., Bhadreswar, Hooghly having their Office at 3, Clive Row, Calcutta-1.		IS:2818-1964 Specification for Indian Hessian.]
56	CM/L-878 28-11-1964.	1-12-64	30-11-65	M/s. Samnuggur Jute Factory Jute Sackings Co. Ltd., Bhadreswar, Hooghly having their Office at 3, Clive Row, Calcutta-1.]		IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
57	CM/L-879 28-11-1964.	1-12-64	30-11-65	M/s. Titaghur Jute Factory Co. Jute Hessian Ltd., P. O. Titaghur, 24 Par- ganas having their Office at 3, Clive Row, Calcutta-1.		IS:2818-1964 Specification for Indian Hessian.
58	CM/L-880 28-11-1964.	1-12-64	30-11-65	M/s. Titaghur Jute Factory Co. Jute Sackings Ltd., P. O. Titaghur, 24 Par- ganas having their Office at 3, Clive Row, Calcutta-1.		IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.

59	23-II-1964.	1-12-64	30-II-65	M/s. Victoria Jute Co. Ltd., P.O. Telinipara, Distt. Hooghly, having their Office at 3 Clive Row, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
60	CM/L-882 . 28-II-1964.	1-12-64	30-II-65	M/s. Victoria Jute Co. Ltd., P.O. Telinipara, Distt. Hooghly, having their Office at 3, Clive Row, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.]
61	CM/L-833 . 28-II-1964.	1-12-64	30-II-65	M/s. Hastings Mills Ltd., Rishra, Hooghly having their Office at 14, Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
62	CM/L-834 . 28-II-1964.	1-12-64	30-II-65	M/s. Hastings Mills Ltd., Rishra, Hooghly having their Office at 14, Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.]
63	CM/L-835 . 28-II-1964.	1-12-64	30-II-65	M/s. Fort William Co. Ltd., 47/48 Raj Narain Roychowdhury Ghat Road, Shibpore, Howrah having their Office at 14, Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
64	CM/L-886 . 28-II-1964.	1-12-64	30-II-65	M/s. Fort William Co. Ltd., 47/48, Raj Narain Roychowdhury Ghat Road, Shibpore, Howrah having their Office at 14, Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.]
65	CM/L-837 . 28-II-1964.]	1-12-64	30-II-65	M/s. Khardah & Company Ltd., Titaghur, 24, Parganas having their Office at 7, Wellesley Place, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
66	CM/L-833 . 28-II-1964.	1-12-64	30-II-65	M/s. Khardah & Company Ltd., Titaghur, 24 parganas having their Office at 7, Wellesley Place, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2874-1964 Specification for Jute Corn Sacks.]

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67	CM/L-889 . 28-II-1964.	1-12-64	30-II-65	M/s. Megna Mills Co. Ltd., P.O. Jagatdal, 24 Parganas having their Office at 16, Strand Road, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
68	CM/L-890 . 28-II-1964.	1-12-64	30-II-65	M/s. Megna Mills Co. Ltd., P.O. Jagatdal, 24 Parganas having their Office at 16, Strand Road, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
69	CM/L-891 . 28-II-1964.	1-12-64	30-II-65	M/s. Alliance Jute Mills Co. Ltd., P.O. Jagatdal, 24 Parganas having their Office at 3, Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
70	CM/L-892 . 28-II-1964	1-12-64	30-II-65	M/s. Alliance Jute Mills Co. Ltd., P.O. Jagatdal, 24 Parganas having their Office at 3, Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
71	CM/L-893 . 28-II-1964.	1-12-64	30-II-65	M/s. Hukumchand Jute Mills Ltd., 47, Ghoshpara Road, Halisahar having their Office at 9 Brabourne Road, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
72	CM/L-894 . 28-II-1964.	1-12-64	30-II-65	M/s. Hukumchand Jute Mills Ltd., 47, Ghoshpara Road, Halisahar having their Office at 9, Brabourne Road Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
73	CM/L-895 . 28-II-1964.	1-12-64	30-II-65	M/s. Anglo-Indian Jute Mills Co. Ltd., (Lower Mill), P.O. Jagatdal, 24 Parganas having their Office at 31 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
74	CM/L-896 . 28-II-1964.	1-12-64	30-II-65	M/s. Anglo-Indian Jute Mills Co. Ltd., (Lower Mill), P.O. Jagatdal, 24 Parganas having their Office at 31, Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.

75. CM/L-897, 28-11-1964.	1-12-64	30-11-65	M/s Anglo-India Jute Mills Co. Ltd., (Middle Mill), P.O. Jagatdal, 24 Parganas having their Office at 31, Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.
76. CM/L-898, 28-11-1964.	1-12-64	30-11-65	M/s Anglo-India Jute Mills Co. Ltd., (Middle Mill), P.O. Jagatdal, 24 Parganas having their Office at 31, Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (Revised). IS:2874-1964 Specification for Heavy Cee Jute Bags. # IS:2875-1964 Specification for Jute Corn Sacks.
77. CM/L-899, 28-11-1964.	1-12-64	30-11-65	M/s Nakarpara Jute Co. Ltd., 220/2, Shibogopal Banerjee Le, Ghusuri, Howrah having their Office at 8, Dalhousie Square East, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian
78. CM/L-900, 28-11-1964.	1-12-64	30-11-65	M/s Nakarpara Jute Co. Ltd., 220/2, Shibogopal Banerjee Le, Ghusuri, Howrah having their Office at 8, Dalhousie Square East, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (Revised). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
79. CM/L-901, 28-11-1964.	1-12-64	30-11-65	M/s Shree Ambica Jute Mills Ltd. P.O. Belurmath, Howrah having their Office at 23, Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
80. CM/L-902, 28-11-1964.	1-12-64	30-11-65	M/s Shree Ambica Jute Mills Ltd., P.O. Belurmath, Howrah having their office at 23, Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS:1943-1964 Specification for A-Twill Jute Bags (Revised). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
81. CM/L-903, 28-11-1964.	1-12-64	30-11-65	M/s Gaganbhai Jute Mills (P) Ltd., Sijberia, P.O. Ulberia, Howrah having their Office at 18, Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS:2818-1964 Specification for Indian Hessian.

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82. CM/L-904, 28-11-1964.	1-12-64	30-11-65	M/s Gagalbhai Jute Mills (P) Ltd., Sijberia, P.O. Ulberia, Howrah having their Office at 18, Netaji Subhas Road, Calcutta-1.	Jute Sackings		IS:1943-1964 Specification for A-Twill Jute Bags (Revised). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
83. CM/L-905, 28-11-1964.	1-12-64	30-11-65	M/s Caledonian Jute Mills Co. Ltd., 18, Mehta Road, Badekalinagar, Budge Budge, 24, Parganas having their Office at 9-Brabourne Road, Calcutta-1.	Jute Hessian		IS:2818-1964 Specification for Indian Hessian.
84. CM/L-906, 28-11-1964.	1-12-64	30-11-65	M/s Caledonian Jute Mills Co. Ltd., 18, Mehta Road, Badekalinagar, Budge Budge, 24, Parganas having their Office at 9 Brabourne Road, Calcutta-1.	Jute Sackings.		IS:1943-1964 Specification for A-Twill Jute Bags (Revised). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks
85. CM/L-907, 28-11-64.	1-12-64	30-11-65	The Calcutta Jute Mfg. Co. Ltd., 93, Narkeldanga Main Road, Calcutta-11, having their Office at 4, Dalhousie Square, Calcutta 1.	Jute Hessian		IS:2818-1964 Specification for Hessian.
86. CM/L-908, 28-11-1964.	1-12-64	30-11-65	The Calcutta Jute Mfg. Co. Ltd., 93, Narkeldanga Main Road, Calcutta-11 having their Office at 4 Dalhousie Square-E, Calcutta-1.	Jute Sackings		IS:1943-1964 Specification for A-Twill Jute Bags (Revised). IS:2874-1964 Specification for Heavy Cee Jute Bags. IS:2875-1964 Specification for Jute Corn Sacks.
87. CM/L-909, 28-11-1964.	1-12-64	30-11-65	The Indian Jute Co. Ltd., P.S. Serampore, Hooghly having their Office at 16 Strand Road, Calcutta-1.	Jute Hessian		IS:2818-1964 Specification for Indian Hessian.

88	CM/L-910, 28-11-1964.	1-12-64	30-11-65	The India Jute Co. Ltd., P.S. Jute Sackings. Sarampore, Hooghly having their Office at 16 Strand Road Calcutta-1.
89	CM/L-911, 28-11-1964.	1-12-64	30-11-65	M/s. Shree Gourishankar Jute Jute Hessian Mills (P) Ltd., Ghoshpara Road, P.O. Garulia, Sumnagar, 24, Parganas having their Office at 10 Clive Row, Calcutta-1.
90	CM/L-912, 28-11-1964.	1-12-64	30-11-65	M/s. Shree Gourishankar Jute Jute Sackings. Mills (P) Ltd., Ghoshpara Road, P.O. Garulia, Sumnagar, 24 Parganas having their Office at 10, Clive Row, Calcutta-1.
91	CM/L-913, 28-11-1964.	1-12-64	30-11-65	M/s. Bally Jute Co. Ltd., 58 Jute Hessian Scott Kerr Road, Bally, Howrah having their office at 15 India Exchange Place, Calcutta-1.
92	CM/L-914, 28-11-1964.	1-12-64	30-11-65	M s. Bally Jute Co. Ltd., 5 Scott Jute Sackings. Kerr Road, Bally, Howrah hav- ing their office at 15 India Exchange Place, Calcutta-1.
93	CM/L-915, 28-11-1964.	1-12-64	30-11-65	M/s. Birla Jute Mfg. Co. Ltd., Jute Hessian Birlapur, 24 Parganas having their Office at 15 India Exchange Place, Calcutta-1.
94	CM/L-916, 28-11-1964.	1-12-64	30-11-65	M/s. Birla Jute Mfg. Co. Ltd., Jute Sackings Birlapur, 24 Parganas having their Office at 15 India Exchange Place, Calcutta-1.

IS : 1943-1964 Specification for
A-Twill Jute Bags (*Revised*).
IS : 2874-1964 Specification for
Heavy Cee Jute Bags.
IS : 2875-1964 Specification for
Jute Corn Sacks.
IS : 2818-1964 Specification for
Indian Hessian.

IS : 1943-1964 Specification for
A-Twill Jute Bags (*Revised*).

IS : 2874-1964 Specification for
Heavy Cee Jute Bags.

IS : 2875-1964 Specification for
Jute Corn sacks.
IS : 2818-1964 Specification for
Indian Hessian.

IS : 1943-1964 Specification for
A-Twill Jute Bags (*Revised*).

IS : 2874-1964 Specification for
Heavy Cee Jute Bags.
IS : 2875-1964 Specification for
Jute Corn Sacks.
IS : 2818-1964 Specification for
Indian Hessian.

IS : 1943-1964 Specification for
A-Twill Jute Bags (*Revised*).

IS : 2874-1964 Specification for
Heavy Cee Jute Bags.
IS : 2875-1964 Specification for
Jute Corn Sacks.

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95	CM/L-917, 28-II-64	1-12-64	30-11-65	M/s. Soorah Jute Mills Co. Ltd., 102, Narkeldanga Main Road, Calcutta-11, having their Office at 15 India Exchange Place. Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
96	CM/L-918, 28-II-1964	1-12-64	30-11-65	M/s. Soorah Jute Mills Co. Ltd., 102, Narkeldanga Main Road, Calcutta-11, having their Office 15 India Exchange Place, Cal- cutta-1.	Jute Sackings.	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks. IS : 2818-1964 Specification for Indian Hessian.
97	CM/L-919, 28-II-1964.	1-12-64	30-11-65	The Naihati Jute Mills Co. Ltd., P.O. Hazinagar, 24 Parganas hav- ing their Office at 33 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
98	CM/L-920, 28-II-1964.	1-12-64	30-11-65	The Naihati Jute Mills Co. Ltd., P.O. Hazinagar, 24 Parganas hav- ing their Office at 33 Netaji Subhas Road, Calcutta-	Jute Sackings	IS : 1943-1964 Specification for A- Twill Jute Bags. (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1965 Specification for Jute Corn Sacks.
99	CM/L-921, 28-II-1964.	1-12-1964	30-11-65	M/s. Fort Gloster Indst. Ltd., (New Mill), P.O. Fort Gloster Rly. station Bauria, Distt. Howrah having their Office at 21 Strand Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
100	CM/L-922, 28-II-1964.	1-12-64	30-11-65	M/s. Fort Gloster Indst. Ltd. (New Mill), P.O. Fort Gloster, Rly. Station Bauria, Distt. How- rah having their Office at 21 Strand Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A- Twill Jute Bags. (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.

101	CM/L-923 28-11-1964.	1-12-64 30-11-65	M/s. Fort Gloster Indst. Ltd., (North Mill), P.O. Fort Gloster, Rly. Station Bauria, Distt. How- rah having their office at 21 Str- and Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
102	CM/L-924, 28-11-1964.	1-12-64 30-11-65	M/s. Fort Gloster Indst. Ltd., (North Mill), P.O. Fort Gloster, Rly. Station Bauria, Distt. Howrah, having their office at 21 Strand Road, Calcutta-1.	Jute Sackings.	IS : 1943-1964 Specification for A- Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
103	CM/L-925 28-11-1964.	1-12-64 30-11-65	The Hooghly Mills Co. Ltd., 9 Garden Reach Road, Kidderpore, Calcutta-43, having their office at 10 Clive Row, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
104	CM/L-926 28-11-1964.	1-12-64 30-11-65	The Hooghly Mills Co. Ltd., 9 Garden Reach Road, Kidderpore Calcutta-43 having their office at 10 Clive Row, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn sacks.
105	CM/L-827 28-11-1964.	1-12-64 30-11-65	M/s. Champdany Jute Co. Ltd., (Wellington Jute), G.T. Road, Rishra, Hooghly having their office at 2 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
106	CM/L-928 28-11-1964.	1-12-64 30-11-65	M/s. Champdany Jute Co. Ltd., (Wellington Jute), G.T. Road, Rishra, Hooghly having their Office at 2 Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
107	CM/L-929 28-11-1964.	1-12-64 30-11-65	M/s. Alexandra Jute Mills Ltd., Jagatdal, 24 Parganas having their Office at 3, Netaji Subhas Road, Calcutta-1.	Jute Hessians	IS : 2818-1964 Specification for Indian Hessian.

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108	CM/L-930 28-11-1964.]	1-12-64	30-11-65	M/s. Alexandra Jute Mills Ltd., Jagatdal, 24 Parganas having their Office at 3 Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks. IS : 2818-1964 Specification for Indian Hessian.
109	CM/L-931 28-11-1964.	1-12-64	30-11-65	M/s. Eastern Manufacturing Co. Ltd., Ali Hyder Road, Titaghar, 24 Parganas having their Office at 3 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
110	CM/L-932 28-11-1964.	1-12-64	30-11-65	M/s. Eastern Manufacturing Co. Ltd., Ali Hyder Road, Titaghar, 24 Parganas having their Office at 3 Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 2818-1964 Specification for Indian Hessian.
111	CM/L-933 28-11-1964.	1-12-64	30-11-65	M/s. Empire Jute Co. Ltd., Titaghar, 24 Parganas having their office at 3 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
112	CM/L-934 28-11-1964.	1-12-64	30-11-65	M/s. Empire Jute Co., Titaghar, 24 Parganas having their Office at 3 Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 2818-1964 Specification for Indian Hessian.
113	CM/L-935 28-11-1964.	1-12-64	30-11-65	M/s. Kelvin Jute Co. Ltd., Titaghar, 24 Parganas having their office at 3 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
114	CM/L-936 28-11-1964.	1-12-64	30-11-65	M/s. Kelvin Jute Co. Ltd., Titaghar, 24 Parganas having their office at 3 Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 2818-1964 Specification for Indian Hessian.

115	CM/L-937, 28-11-1964.	1-12-64	30-11-65	M/s. Presidency Jute Mills Co. Ltd., Jute Hessian. Rishra, Hooghly having their Office at 3 Netaji Subhas Road, Calcutta-I.	IS : 2818-1964 Specification for Indian Hessian.
116	CM/L-938, 28-11-1964.	1-12-64	30-11-65	M/s. Presidency Jute Mills Co. Jute Sackings Ltd., Rishra Hooghly, having their Office at 3 Netaji Subhas Road, Calcutta-I.	IS : 1943-1964 Specification for A-Twill Jute bags (Revised). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
117	CM/L-939, 28-11-1964.	1-12-64	30-11-65	The General Industrial Society Ltd., Jute Hessian Gondalpara, Hooghly having their Office at 15 India Exchange Place, Calcutta-I.	IS : 2818-1964 Specification for Indian Hessian.
118	CM/L-940, 28-11-1964.	1-12-64	30-11-65	The General Industrial Society Jute Sackings Ltd., Gondalpara, Hooghly hav- ing their Office at 15 India Ex- change Place, Calcutta-I.	IS : 1943-1964 Specification for A-Twill Jute Bags (Revised). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
119	CM/L-941, 28-11-1964.	1-12-64	30-11-65	M/s. New Central Jute Mills Co. Jute Hessian Ltd., (Albion Mills), Budge Budge, 24 Parganas having their Office at 11 Clive Row, Calcutta-I.	IS : 2818-1964 Specification for Indian Hessian.
120	CM/L-942, 28-11-1964.	1-12-64	30-11-65	M/s. New Central Jute Mills Co. Jute Sackings Ltd., (Albion Mills), Budge Budge, 24 Parganas having their Office at 11 Clive Row, Calcutta-I.	IS : 1943-1964 Specification for A- Twill Jute Bags (Revised). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
121	CM/L-943, 28-11-1964.	1-12-64	30-11-65	M/s. New Central Jute Mills Co. Jute Hessian Ltd., (Lothian Mills) Budge Budge, 24, Parganas having their Office at 11 Clive Row, Calcutta -I.	IS : 2818-1964 Specification for Indian Hessian.
122	CM/L-944, 28-11-1964.	1-12-64	30-11-65	M/s. New Central Jute Mills Co. Jute Sackings Ltd., (Lothian Mills), Budge Budge, 24-Parganas having their Office at 11 Clive Row, Calcutta -I.	IS : 1943-1964 Specification for A-Twill Jute Bags (Revised) IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.

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123	CM/L-945, 28-11-1964.	1-12-64	30-11-65	M/s. Ganges Mfg. Co. Ltd., Binsberia, Hooghly having their Office at 11 Rabindra Sarani, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessians.
124	CM/L-946, 28-11-1964.	1-12-64	30-11-65	M/s. Ganges Mfg. Co. Ltd., Binsberia, Hooghly having their office at 11 Rabindra Sarani, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
125	CM/L-947, 28-11-1964.	1-12-64	30-11-65	The Agarpara Co. Ltd., P.O. Kamrathatty, 24, Parganas having their Office at 1 & 2 Old Court House Corner, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
126	CM/L-948, 28-11-1964.	1-12-64	30-11-65	The Agarpara Co. Ltd., P.O. Kamrathatty, 24, Parganas having their office at 1 & 2 Old Court House Corner, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
127	CM/L-949, 28-11-1964.	1-12-64	30-11-65	M/s. Shree Hanuman Jute Mills, 76 Jogendra Nath Mukherjee Road, Ghosuri, Howrah having their office at 8 Dalhousie Square, East, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
128	CM/L-950, 28-11-1964.	1-12-64	30-11-65	M/s. Shree Hanuman Jute Mills, 76, Jogendra Nath Mukherjee Road, Ghosuri, Howrah having their Office at 8 Dalhousie Square East, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
129	CM/L-951, 28-11-1964.	1-12-64	30-11-65	M/s. Waverley Jute Mills Co. Ltd., Jagatdal, 24, Parganas having their Office at 3 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.

130	CM/L-952, 28-11-1964	1-12-64	30-11-65	M/s. Waverley Jute Mills Co. Ltd., Jagatdal, 24 Parganas having their Office at 3, Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
131	CM/L-953, 28-11-1964	1-12-64	30-11-65	M/s. Shree Mahadeo Jute Mills Co., 226, G. T. Road, Bally, Howrah having their Office at 46, Strand Road, Calcutta.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
132	CM/L-954, 28-11-1964	1-12-64	30-11-65	M/s. Shree Mahadeo Jute Mills Co., 226, G. T. Road, Bally, Howrah having their Office at 46, Strand Road, Calcutta.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
133	CM/L-955, 28-11-1964	1-12-64	30-11-65	M/s. Bharat Jute Mills Ltd., Dasnagore, Howrah having their Office at 29, Strand Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
134	CM/L-956, 28-11-1964	1-12-64	30-11-65	M/s. Bharat Jute Mills Ltd., Dasnagore, Howrah having their Office at 29, Strand Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
135	CM/L-957, 28-11-1964	1-12-64	30-11-65	M/s. Prabartak Jute Mills, Ltd., Kamarhatti, B.T. Road, 24 Parganas, having their Office at 5, Synagogue, Street, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
136	CM/L-958, 28-11-1964	1-12-64	30-11-65	M/s. Prabartak Jute Mills Ltd., Kamarhatti, B.T. Road, 24 Parganas having their Office at 5, Synagogue Street, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
137	CM/L-959, 28-11-1964	1-12-64	30-11-65	M/s. Reliance Jute Mills Co. Ltd., Rly. Station, Kankinarrh, P.O. Bhatpara, 24 Parganas having their Office at 9, Brabourne Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.

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133	CM/L-960, 28-11-1964.	1-12-64	30-11-65	M/s. Reliance Jute Mills Co. Ltd., Rly. Station, Kankinarrah, P.O. Bhatpara, 24 Parganas having their Office at 9, Brabourne Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specifications for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks. IS : 2818-1964 Specification for Indian Hessian.
139	CM/L-961, 28-11-1964.	1-12-64	30-11-65	M/s. Kanoria Co. Ltd., Chengail Rly. Station, P. O. Chakasi, Howrah having their Office at 18, Mullick Street, Calcutta-7.	Jute Hessian	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>).
140	CM/L-962, 28-11-1964.	1-12-64	30-11-65	M/s. Kanoria Co. Ltd., Chengail Rly. Station, CP.O. Chakasi, Howrah having their Office at 18, Mullick Street, Calcutta-7.	Jute Sackings	IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks. IS : 2818-1964 Specification for Indian Hessian.
141	CM/L-963, 28-11-1964.	1-12-64	30-11-65	M/s. Naffar Chandra Jute Mills Ltd., Kankinarrah, 24 Parganas having their Office at 36, Strand Road, Calcutta-1.	Jute Hessian	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
142	CM/L-964, 28-11-1964.	1-12-64	30-11-65	M/s. Naffar Chander Jute Mills Ltd., Kankinarrah, 24 Parganas, having their Office at 36, Strand Road Calcutta-1.	Jute Sackings	IS : 2818-1964 Specification for Indian Hessian.
143	CM/L-965, 28-11-1964.	1-12-64	30-11-65	M/s. Shree Luchminarain Jute Mfg. Co., Ltd., 107, C.S. Mukh- erjee, Street, Konnagar, Hoogh- ly.	Jute Hessian	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
144	CM/L-966, 28-11-1964.	1-12-64	30-11-65	M/s. Shree Luchminarain Jute Mfg. Co. Ltd., 107, C.S. Mukh- erjee Street, Konnagar, Hoogh- ly.	Jute Sackings	IS : 2818-1964 Specification for Indian Hessian.

145	CM/L-967, 28-11-1964.	1-12-64	30-11-65	M/s. Victory Jute Mills, 15-B, Garden Reach Road, Calcutta-24, having their Office at 6 Clive Row, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
146	CM/L-968, 28-11-1964	1-12-64	30-11-65	M/s. Victory Jute Mills, 15-B Garden Reach Road, Calcutta-24 having their Office at 6 Clive Row, Calcutta-1	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (Revised). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
147	CM/L-969, 28-11-1964.	1-12-64	30-11-65	M/s. Bhutoria Bros. (P) Ltd., 130 Dharmtolla Road, Salkia, Howrah having their office at 56 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
148	CM/L-970, 28-11-1964.	1-12-64	30-11-65	M/s. Bhutoria Bros. (P) Ltd., 130 Dharmtolla Road, Salkia, Howrah, having their Office at 56 Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (Revised). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
149	CM/L-971, 28-11-1964.	1-12-64	30-11-65	M/s. Chitavalsah Jute Mills Co. Ltd., Chitavalsah, Visakhapatnam having their Office at 3 Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.
150	CM/L-972, 28-11-1964.	1-12-64	30-11-65	M/s. Chitavalsah Jute Mills Co. Ltd., Chitavalsah, Visakhapatnam having their Office at 3, Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (Revised). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
151	CM/L-973, 28-11-1964.	1-12-64	30-11-65	M/s. Neilimarla Jute Mills Co. Ltd. Nellimarla, Visakhapatnam having their Office 3, Netaji Subhas Road, Calcutta-1.	Jute Hessian	IS : 2818-1964 Specification for Indian Hessian.

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152	CM/L-974, 28-11-1964.	1-12-64	30-11-65	M/s. Nellimarla Jute Mills Co. Ltd., Nellimarla, Visakhapatnam hav- ing their Office at 3 Netaji Subhas Road, Calcutta-1.	Jute Sackings	IS : 1943-1964 Specification for A-Twill Jute Bags (<i>Revised</i>). IS : 2874-1964 Specification for Heavy Cee Jute Bags. IS : 2875-1964 Specification for Jute Corn Sacks.
153	CM/L-975, 30-11-1964.	16-12-64	15-12-65	M/s. Hindustan Chains Pvt. Ltd., G.T. Road, P.O. Pasunda, Gha- ziabad (U.P.).	Wrought Aluminium Utensils Gra- de SIC.	IS : 21-1959 Specification fo Wrought Aluminium and Alumi- nium Alloys for Utensils (<i>Second Revision</i>).
154	CM/L-976, 30-11-1964.	1-1-65	31-12-65	M/s. Bomin Private Limited, Oda- hav, Ahmedabad.	Three-Phase Induction Motors (up to 10 HP only).	IS : 325-1961 Specification for Three-Phase Induction Motors (<i>Second Revision</i>).
155	CM/L-977, 30-11-1964.	16-12-64	15-12-65	M/s. Industrial Research Corpn., 2/70, East Mada Street, Thiru- vaamiyur, Madras-41.	Ferro-Gallo Tannate Fountain Pen Ink (0.1 Percent Iron Content)	IS : 220-1959 Specification for Ferro Gallo Tannate Fountain Pen ink.

[No. MD/33:16]

New Delhi, the 14th December, 1964

S.O. 80.—In licence No. CM/L-652 dated 28th April 1964, held by the Bharat Carbon and Ribbon Mfg. Co Ltd, of Plot No. 66-A, Industrial Area, Faridabad Township (Punjab) having their office at N-75 Bombay Life Building, Connaught Circus, New Delhi; the details of which were published in the Gazette of India, Part II, Sub-section 3(ii) dated 16th May 1964 under S.O. 1676, a new variety of Ink, Duplicating, All Weather, Black, for Drum Type Machines covered under IS: 1333-1958 has been included with effect from 1st September 1964.

[No. MD/12:1282.]

S.O. 81.—In licence No. CM/L-661 dated 1st May 1964 held by M/s. Hindustan Safety Glass Works Private Ltd. of Mahesh Mukherjee Feeder Road, Ariadah, 24 Parganas having their office at 7, Chittaranjan Avenue, Calcutta-13, the details of which were published in the Gazette of India, Part II, Sub-section 3(ii) dated 20th June 1964 under S.O. 2173, a new variety of Heat Treated Safety Glass has been included with effect from 16th September 1964.

[No. MD/12:1299.]

S.O. 82.—The articles covered in licence No. CM/L-754 dated 4th August, 1964 held by M/s. Hindustan Twyford Ltd. of Bahadurgarh, Distt. Rohtak (Punjab), the details of which are given in the notification published in the Gazette of India, Part II, Section 3 (ii) dated 10th October 1964, under S.O. 3553, have been revised as under with effect from 16th September 1964:

Vitreous Sanitary appliances consisting of:

1. Squatting Pans, long pan pattern, size 450 mm., 630 mm., 580 mm. and 680 mm.
2. Squatting Pans, Orissa Pattern, size 630 × 450 mm, 580 × 440 mm.
3. Wash Basins, Flat Back Size 550 × 400 mm.
4. Sinks, Laboratory size 400 × 250 × 150 mm.
5. Urinals (Bowls Flat Back).

[No. MD/12:1378.]

New Delhi, the 16th December 1964

S.O. 83.—In pursuance of sub-regulations (2) and (3) of regulation 3 of the Indian Standards Institution (Certification Marks) Regulations, 1955, as amended in 1961, 1962 and 1964 the Indian Standards Institution hereby notifies that the Indian Standard(s), particulars of which are given in the Schedule hereto annexed, have been established during the period 23rd November to 15th December 1964, IS : 450-1964 shall be deemed to have been established with effect from 1st November, 1964.

THE SCHEDULE

Sl. No. and Title of the Indian Standard Established	No. and Title of the Indian Standard or Standards, if any, superseded by the new Indian Standard	Brief Particulars
(1)	(2)	(3)
1. IS : 394-1963 Specification for Ink, Cloth Marking (Revised)	IS : 394-1952 Specification for Ink, Cloth Marking Black	This standard prescribes the requirements and methods of sampling and test for cloth marking ink. The material is used for marking cotton, silk and woollen cloth with pen or any other suitable instrument like metal stamp or stencil. (Price Rs. 2.50).

(1)	(2)	(3)	(4)
2. IS : 450-1964 Specification for Cotton-Covered Round Copper Conductors. (<i>Revised</i>)	IS : 450-1953 Specification for Cotton-Covered High Conductivity Annealed Round Copper Wire.		This standard covers the requirements and dimensions for high-conductivity annealed round copper wire covered with one or two layers of cotton yarn applied by winding the yarn helically round the wire. (Price Rs. 2.50).
3. IS : 548-1964 Methods of Sampling and Test for Oils and Fats. (<i>Revised</i>).	IS : 548-1954 Methods of Sampling and Test for Vegetable Oils and Fats.		This standard lays down the methods of sampling and test for individual oils, fats and fatty materials. It contains definitions of terms used in trade and industry and prescribes the methods for determining moisture insoluble impurities, acid value and free fatty acids, unsaponifiable matter, melting point, refractive index, specific gravity, titre of mixed fatty acids, colour, iodine value (Wijs), saponification value, acetyl value and hydroxyl value, annyl isothiocyanate content, Reichert-Meissl value and Polenske value. Tests for the presence of other oils or adulterants are also prescribed. (Price Rs. 10.00).
4. IS : 681-1964 Methods for Determination of Universal Count of Woollen and Worsted Yarn.	..		This standard prescribes two methods for determination of universal count of woollen and worsted yarn. The methods are applicable to single or plied yarn. (Price Rs. 1.50).
5. IS : 1061-1964 Specification for Disinfectant Fluids, Black and White (<i>Revised</i>).	IS : 1061-1957 Specification for Coal Tar Disinfectant Fluids, Black and White.		This standard prescribes the requirements and methods of test for disinfectant fluids of the coal tar type. (Price Rs. 5.00).
6. IS : 1653-1964 Specification for Rigid Steel Conduits for Electrical Wiring (<i>Revised</i>)	IS : 1653-1960 Specification for Steel Conduits for Electrical Wiring.		This standard specifies the material dimensional and general requirements of screwed type rigid steel conduits for electrical wiring. (Price Rs. 3.00).
7. IS : 2295-1964 Specification for Superior <i>Anjengo</i> Type Yarn.	..		This standard prescribes the requirements for ten grades of superior <i>anjengo</i> type yarn, designated as CB 1 to CB 10. (Price Rs. 2.50).
8. IS : 2484-1964 Dimensions for Steel Tubes for Bicycle Purposes.	..		This standard lays down the dimensions of steel tubes used for manufacture of bicycles (Price Re. 1.00).
9. IS : 2608-1964 Specification for Reduction Sleeves and Extension Sockets for Morse Tapers.	..		This standard specifies dimensions and requirements for reduction sleeves and extension sockets for Morse Tapers 1 to 6 (Price Rs. 1.50).
10. IS : 2654-1964 Method for Tensile Testing of Copper and Copper Alloys.	..		This standard prescribes the method of conducting tensile test on copper and copper alloys and applies to wrought products of diameter or thickness not less than 0.20 mm and to castings. (Price Rs. 2.00).
11. IS : 2655-1964 Method for Tensile Testing of Copper and Copper Alloy Tube.	..		This standard prescribes the method of conducting tensile test on copper and copper alloy tube (Price Rs. 2.50).
12. IS : 2656-1964 Method for Tensile Testing of Copper and Copper Alloy Wire.	..		This standard prescribes the method of conducting tensile test on copper and copper alloy wire of constant cross-section, the minimum circumscribing circle of such sections having a diameter not more than 5 mm. (Price Rs. 2.00).

1	2	3	4
13.	IS : 2657-1964 Method for Tensile Testing of Aluminium and Aluminium Alloy Tube.	..	This standard prescribes the method of conducting tensile test on aluminium and aluminium alloy tube. (Price Rs. 2.50).
14.	IS : 2670-1964 Specification for Thread Milling Cutters (Shell Type).	..	This standard covers the dimensions and requirements for thread milling cutters (shell type) for milling metric screw threads with ISO profile having a pitch of 0.35 to 3 mm and conforming to IS : 1362-1962 Dimensions for Screw Threads for General Purposes (Diameter Range 1.6 to 39 mm) (Revised) (Price Re. 1.00).
15.	IS : 2688-1964 Specification for Insulated Stainless Steel Milk Storage Tank.	..	This standard prescribes the requirements for insulated vertical cylindrical tanks of 2,000 litres capacity and horizontal tanks of capacities 5,000, 10,000 and 15,000 litres (Price Rs. 3.00).
16.	IS : 2729-1964 Methods of Sampling and Test for Seeds.	..	This standard prescribes the methods of sampling and test for seed (Price Rs. 3.50).
17.	IS : 2749-1964 Specification for Austenitic Iron Castings.	..	This standard covers the requirements for both flake graphite type and spheroidal graphite type of austenitic iron castings. (Price Rs. 4.00)
18.	IS : 2787-1964 Specification for Oil Pressure Heaters.	..	This standard covers the requirements for four types of oil pressure heaters burning pressurized kerosene under a normal working pressure not exceeding 2.5 kgf/cm. (Price Rs. 3.00).
19.	IS : 2791-1964 Specification for Soluble Coffee Powder.	..	This standard prescribes the requirements and the methods of test for soluble coffee powder derived by dehydration of aqueous extract of freshly roasted and ground coffee (Price Rs. 2.50).
20.	IS : 2793-1964 Dimensions for Cranked Handles.]	..	This standard specifies the material and main dimensions of cranked handles used on machine tools. (Price Re. 1.00).
21.	IS : 2805-1964 Dimensions for Ball Grips.	..	This standard specifies the materials and the dimensions of ball grips used on machine tools. (Price Rs. 1.50).
22.	IS : 2806-1964 Methods of Temperature Measurement by Electrical Resistance Thermometers.	..	This standard gives the methods for the measurement of temperature by means of electrical resistance thermometers. (Price Rs. 4.00).
23.	IS : 2824-1964 Method for Determination of The Comparative Tracking Index of Solid Insulating Materials.	..	This standard covers the method of test intended to indicate the relative behaviour of solid electrical insulating materials with regard to their susceptibility to surface tracking when exposed, under electric stress, to water and other contaminants from the surroundings (Price Rs. 2.00).

1	2	3	4
24.	IS : 2827-1964 Method for Calibration of Pressurized Storage Tanks.	..	This standard prescribes methods for calibrating the following types of vessels which are normally used for the bulk storage of liquid petroleum and petroleum products under pressure : (a) Vertical tanks, (b) Horizontal tanks, (c) Spherical tanks, and (d) Spheroidal tanks—plain and noded. (Price Rs. 2.50).
25.	IS : 2829-1964 Specification for Steam - Jacketed Ghee Pans.	..	This standard prescribes the requirements for steam-jacketed ghee pans of capacities 100, 300, 500 and 1,000 litres. (Price Rs. 1.50).
26.	IS : 2832-1964 Specification for Waterproof Silicon Carbide Paper.	..	This standard covers the requirements for waterproof silicon carbide paper for wet rubbing down of filler paint and lacquer surface and for general utility work. (Price Rs. 1.50)

Copies of these Indian Standards are available for sale, with the Indian Standards Institution, Manak Bhavan, 9 Bahadur Shah Zafar Marg, New Delhi-1, and also its branch offices at (i) 232 Dr. Dadabhai Naoroji Road, Bombay-1, (ii) Third Floor, 11, Sooterkin Street, Calcutta-13, (iii) 2nd Floor Sathyamurthy Bhavan, 54 General Patters Road, Madras-2 and (iv) 14/69, Civil Lines, Kanpur.

[No. MD/13:2.]

New Delhi, the 18th December 1964

S.O. 84.—In licence No. CM/L-599 held by M/s. Gadre Brothers, Madhav-nagar, the details of which are given in the Notification published under S.O. 3539 in the Gazette of India, Part II, Section 3(ii) dated 21 December 1963, Parallel Keys (Size 6×6×22 mm) have been included with effect from 15 December 1964.

[No. MD/12:993.]

D. V. KARMARKAR,
Jt. Director (Marks).

New Delhi, the 17th December 1964

S.O. 85.—In exercise of the powers conferred on me under sub-regulation (4) of Regulation 3 of the Indian Standards Institution (Certification Marks) Regulations, 1955, as amended in 1961-1962 and 1964, the following modification to the Indian Standard, details of which are given in the Schedule hereto annexed, has been made with a view to expedite the use of the Standard Mark, pending consideration of the Electro-technical Division Council of ISI for a policy directive in respect of the general issue involved in the amendment.

THE SCHEDULE

Sl. No.	No. and Title of Indian Standard, the provisions of which have been modified	Particulars of the existing provisions	Particulars of the modification made to the provisions	Date from which the modification shall come into force
1	2	3	4	5
I	IS : 2086-1963 Specification for Carriers and Bases used in Rewirable Type Electric Fuses Up to 650 Volts (<i>Revised</i>)	Item o. Foreword	Add a new clause o. 13 reading as follows : o. 13. This standard includes a test for breaking capacity (clause 7.8), for which testing facilities are not yet	Immediate effect.

1	2	3	4	5
			available in India. The inclusion of this test should be taken as an indication of a desirable feature which fuse carriers and bases should satisfy but its implementation for certification marking will not be possible until test facilities are developed in the country.	

[No. MD/13 : 5/A]
LAL C. VFRMAN,
Director.

MINISTRY OF PETROLEUM AND CHEMICALS

New Delhi, the 26th December, 1964.

S.O. 86.—Whereas by notifications of the Government of India in the Ministry of Petroleum and Chemicals S.O. No. 1591 dated the 28th April, 1964 and S.O. No. 3626 dated the 5th October, 1964 under sub-section (1) of Section 3 of the Petroleum Pipelines [Acquisition of Right User in Land Act, 1962 (50 of 1962)], the Central Government declared its intention to acquire the right of user in the lands specified in the Schedules appended to those notifications for the purpose of laying pipelines;

And whereas the competent authority has, under sub-section (1) of Section 6 of the said Act, submitted report to the Government;

And whereas the Central Government has, after considering the said report, decided to acquire the right of user in the lands specified in the Schedule appended to this notification;

Now, therefore, in exercise of the powers conferred by Sub-section (i) of Section 6 of the said Act, the Central Government hereby declares that the right of user in the said lands specified in the Schedule appended to this notification is hereby acquired for laying the pipelines and in exercise of the powers conferred by sub-section (4) of that section, the Central Government directs that the right of user in the said lands, shall instead of vesting in the Central Government, vest on the date of the publication of this declaration in the Indian Oil Corporation Limited free from all encumbrances.

SCHEDULE

State.—WEST BENGAL

Distt.—MIDNAPORE

Thana.—PANSKURA

Village	Survey Nos. (Plot Nos.)	Extent (Area)	Village	Survey Nos. (Plot Nos.)	Extent (Area)
MIHITIKARI, J.L. 300.	785	·11		822	·22
	786	·08		832	·02
	787	·22		842	·18
	798	·15		843	·10
	799	·12		844	·40
	800	·14		845	·01
	801	·15		846	·03
	803	·03		858	·18
	813	·14		859	·08
	814	·10		860	·10
	815	·11		861	·04
	816	·32		862	·08

Village	Survey Nos. (Plot Nos.)	Extent (Area)	Village	Survey Nos. (Plot Nos.)	Extent (Area)
IMHITIKARI, J.L. 300 —(Contd.)	863	·03	RAKSA CHAK, J.L. 293	403	·01
	866	·09		404	·005
	867	·22		434	·10
	880	·02		435	·40
	1157	·08		436	·005
	1158	·09			
	1254	·09			
	1262	·20		549	·05
	1264	·28		555	·09
	1287	·09		556	·005
	1290	·09		557	·11
	1292	·12		558	·06
	1294	·12		559	·005
	1295	·09		560	·04
	1296	·05		570	·05
	1298	·16		571	·05
	1299	·005		572	·03
	1300	·005		573	·01
	1301	·20		577	·005
	1302	·01		578	·14
	1345	·18		579	·18
	1346	·04		580	·07
	1348	·08		581	·06
	1356	·24		585	·04
	1357	·96		586	·04
	1361	·24		610	·07
	1363	·14		611	·07
	1364	·12		612	·07
	1370	·005		613	·08
	1392	·04		614	·20
	1397	·12		700	·18
	1398	·24		701	·01
	1399	·04		702	·08
	1400	·12		703	·06
	1403	·24		704	·02
	1404	·28		714	·02
	1405	·01		715	·05
	1406	·16		716	·22
	1413	·04		717	·19
	1415	·01		718	·03
	1432	·06		719	·01
	1488	·005		722	·09
	1550	·12		725	·10
	1585	·09		726	·18
	1586	·15		728	·14
	1613	·02		729	·12
KHARISHA J.L. 294.	278	·03		731	·03
	374	·30		861	·96
	375	·22		869	·005
	377	·09		870	·92
	378	·02		871	·02
	379	·005		878	·12
	381	·08		879	·12
	382	·08		880	·18
	383	·08		881	·04
	384	·005		883	·12
	387	·04		891	·05
	388	·06		892	·05
	392	·02		893	·10
	400	·07		1145	·04
	401	·04		1146	·02
	402	·01		1150	·005
				1151	·06
				1152	·04

Village	Survey Nos. (Plot Nos.)	Extent (Area)	Village	Survey Nos. (Plot Nos.)	Extent (Area)
BARISHA, J.L. 289	152	·12		899	·18
	153	·16		900	·04
	154	·05		901	·06
	155	·02		931	·02
	156	·94		932	·17
	158	·04		960	·30
				961	·01
BABUA. J. L. 290	144	2·76		965	·02
	145	·09		966	·14
	146	·005		967	·005
	233	·10		968	·06
	234	·07		987	·08
	235	·09		988	·28
	342	1·78		990	·01
	345	(River)		991	·18
				992	·04
				993	·08
PYARIT, J.L. 299	189	·04		994	·14
	190	·05		995	·03
	195	·07		997	·01
	196	·02		998	·03
	197	·12		999	·04
	203	·02		1045	·40
	204	·08		1046	·11
	205	·08		1069	·12
	206	·05		1070	·12
	207	·07		1071	·01
	208	·005		1072	·005
	210	·01		1083	·05
	211	·98		1085	·04
	212	·09		1086	·20
	213	·12		1087	·02
	214	·13		1088	·18
	215	·04		1115	·07
	228	·07		1117	·02
	229	·05		1118	·25
	230	·04		1119	·05
	231	·005		1123	·12
	232	·10		1124	·30
	233	·22		1138	·10
	234	·03		1139	·05
	235	·10		1141	·40
	236	·03		1194	·14
	754	·10		1230	·10
	755	·10		1232	·10
	889	·18		1234	·10
	890	·06		1240	·08
	892	·24			
	893	·20			
	898	·02			

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P. P. GUPTA, Under Secy.

